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Supplement

Near East & South Asia

IRAN:
Complete Regulations of IRI Armed Forces

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FBIS-NES-94-208-S
Thursday
27 October 1994

Near East & South Asia
SUPPLEMENT
IRAN:
Complete Regulations of IRI Armed Forces

FBIS-NES-94-208-S *27 October 1994*

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[Only selected portions of *Complete Regulations of IRI Armed Forcesappear in this publication; format, punctuation as published; footnote numbers do not follow original text]*

[FBIS Translated Text]

Part 1: Penal Laws

Book 1

Penal Law of Crimes of the Armed Forces of the Islamic Republic of Iran,[1] Ratified on 18/05/1371 [9 August 1992] by the Judicial and Legal Affairs Committee of the Majles and Ratified on 08/06/1371 [30 Aug 1992] by the Council of Guardians

Chapter I: General Regulations

Article 1. Military Courts shall examine the crimes concerning the special military and law enforcement duties of the following persons, who shall be called Military for short in this law.

1. All the personnel of the Military of the Islamic Republic of Iran and affiliated organizations.

2. All the personnel of the Guards Corps of the Islamic Revolution and affiliated organizations as well as members of the Mobilization of the Oppressed of the Guard Corps of the Islamic Revolution.

3. All the personnel of the Ministry of Defense and Armed Forces Logistics and affiliated organizations.

4. All duty personnel from the start to the completion of service.

5. All personnel subject to the law of the Law Enforcement Forces of the Islamic Republic of Iran, ratified on 27/04/1369 [18 July 1990].

6. Students of the military and law enforcement training centers in the country and abroad.

7. All those who are temporarily in the service of the Armed Forces of the Islamic Republic of Iran, both Iranian and non-Iranian, during the above-mentioned period.

Note 1. Military and law enforcement crimes of the above-mentioned personnel who serve in other organizations shall be examined in the Military Courts.

Note 2. Release from service shall not prevent the examination of crimes committed during employment.

Article 2. In cases when punishment for a crime has not been mentioned in this law, the court shall determine punishment in accordance with the general laws.

Article 3. Military Courts may change the jail sentence with consideration for the crime, the resources of the person who has committed the crime, and other situations and circumstances to reduced sentences as follows:

In regards to duty personnel, jail sentences of less than one year, to 74 lashes; or cash fines of 20,000 rials [R] to R300,000 and higher sentences, to exile while in service or additional service for a maximum period of one year or a cash fine of R200,000 to R1 million.

In regards to cadre personnel, jail sentences of less than one year, to 74 lashes or a cash fine of R30,000 to R300,000, or temporary termination of service for a maximum of one year, or mandatory residence or prohibition of residence in a certain area or areas, or transfer to a certain region for a maximum of six months, or a salary reduction of one-third for a maximum period of six months, or demotion or deprivation of promotion for a maximum period of one year, or incarceration with service for a maximum period of up to one year; and for jail sentences from one to two years, cash fines of R200,000 to R2 million, temporary termination with suspension for a maximum period of one year, mandatory residence for two years, deprivation of promotion for a maximum period of two years, reduction of one or two ranks, or denial of being put in charge of certain occupations and responsibilities for a maximum period of 10 years.

Article 4. Personnel of the military cadre who are convicted and sentenced to the following punishments on the basis of final rulings of the courts shall be dismissed from service in the Armed Forces.

1. Conviction or convictions (if numerous) of irreducible jail sentence exceeding two years.

2. Sentenced to be lashed.

3. Convicted of committing crimes against the internal and external national security of the country.

4. Convicted of committing deliberate crimes causing retribution by execution or dismemberment.

Note. In case of the existence of special service conditions and lack of expediency for dismissal, upon the request of the related commander, the court may prevent the implementation of the consequences of a ruling by citing the reasons clearly in the text of the ruling.

Article 5. In the case of reduced sentence convictions, the Military Court may condemn the accused to the following punishment as an accompaniment to the punishment.

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A. In regards to duty personnel:

1) Stopping the certificate of completion of the service card, up to one year.

2) Additional service, up to six months.

B. In regards to other personnel:

1) Temporary termination of service in the Armed Forces or government jobs for a maximum period of six months.

2) Mandatory stay or prohibition against residence in a certain area or areas, from three months to three years.

3) Deduction of salary at one-third, for a maximum period of six months.

4) Denial of promotion for a maximum period of two years.

5) One rank demotion.

6) Denial of being put in charge of certain military and law enforcement responsibilities, for a maximum period of five years.

Note. Pardoning the convicted shall not include the secondary effects of the crime, unless it is made explicit.

Article 6. Duty officers and commissioned officers sentenced to one of the punishments requiring dismissal shall carry out the remainder of the service phases after the implementation of punishment as ordinary soldiers.

Article 7. The maximum conviction of temporary termination in regards to the personnel of the Armed Forces is one year, and those sentenced to this punishment shall receive the benefits of being relieved of duty cited in Articles 99 and 148 of the military law of the Islamic Republic of Iran.

Footnote

1. RUZNAMEH-YE RASMI, No. 13848, 02/07/1371 [24 September 1992].

Chapter II: Crimes Against Internal and External Security

Article 8. Anyone of the military personnel establishing or operating an association to overthrow the regime of the Islamic Republic or participates or effectively helping such an association shall be considered belligerent.

Note 1. If the operators and organizers of the association or most of its members are personnel of the Armed Forces, the crimes of all the members will be examined by the Military Courts.

Note 2. What is meant by association as referred to in this article is the cooperation of three or more persons.

Article 9. Any one of the military personnel who in any manner takes steps to separate a part of the territory of the Islamic Republic of Iran or compromise the territorial integrity or independence of Iran will be considered belligerent.

Article 10. Any of the persons mentioned in Articles 8 and 9 who repent prior to the discovery of the conspiracy and arrest and who presents himself to the officials and places his information at their disposal in a way that his repentance is proven to the judge shall no longer be considered belligerent.

Article 11. Military personnel who commit the following crimes, if their committing of the crime is for the purpose of overthrowing the regime and cooperation with the enemy knowing its effects on the overthrow, shall be considered belligerent and otherwise shall receive a five- to 15-year sentence.

1. Anyone of the military personnel who submits or exposes the people under his command or the base or place, the protection of which is his responsibility, or the military facilities and equipment or maps, documents, secrets, and the like to the enemy.

2. Anyone of the military personnel who conspires with the enemy to carry out the enemy's intentions.

3. Anyone of the military personnel who sets fire to, destroys, or forces others to destroy with ill intentions and deliberately the facilities, buildings, military strongholds, roads, communications equipment, or centers containing documents, books, or classified documents used by the Armed Forces or the defense equipment or all or part of battle necessities, arms, or ammunition.

4. Anyone of the military personnel who in the face of domestic or foreign enemies forces or incites military personnel or persons who in some way are in the service of the Armed Forces to escape, surrender, or rebel or in any other form cause the forcing or inciting of others.

5. Anyone of the military personnel who collects forces or helps a government that is at war with Iran or belligerent or corrupt groups or deceives and encourages other individuals to join the enemies or belligerent and corrupt groups or in practice provides the means for their joining them.

Article 12. The following persons are considered spies and will be sentenced to the following punishments.

1. Anyone of the military personnel who obtains documents or articles that have intelligence value and place them at the disposal of the enemy and whose action is harmful to the military operations or the security of the facilities, strongholds, bases, factories, permanent or temporary weapons warehouses, temporary stations, military buildings, ships, airplanes, or military ground vehicles or the security of the defense facilities of the country shall be sentenced to the punishment for belligerents.

2. Anyone of the military personnel who obtains documents and information for the enemy and for any reason do not succeed in giving them to the enemy shall be sentenced to three to 15 years in jail.

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3. Anyone of the military personnel who gives military, political, economic, or industrial secrets or secret codes to the domestic or foreign enemies or make them aware of their content shall be sentenced to the punishment for belligerents.

4. Anyone of the military personnel who enters a place where documents or information are kept to obtain documents or information in the interest of the enemy, if in accordance with other laws he is not subject to a more severe punishment, shall be sentenced to two to 10 years of jail.

5. Any foreigner who enters the Basij, factories, weapons warehouses, military camps, units of the Armed Forces, temporary military stations, military defense buildings or grounds, air and sea vehicles, or places where documents and information are kept to obtain information in the interest of the enemy shall be condemned to death, otherwise, to two to 10 years of jail.

Note. Any sort of cooperation with and assistance to spy elements, such as hiding and sheltering, will be considered a crime, and if the committed action causes corruption or disruption in the system or defeat of the Islamic forces, the offender shall be considered belligerent; otherwise, he will be condemned to one to five years in jail.

Article 13. Anyone of the military personnel who places classified documents or decisions at the disposal of persons who are not qualified to have the information or in any way informs them of their contents shall be condemned in the following manner.

1. If the document, discussions, or decisions have a general heading of secret, three to 15 years in jail.

2. If the document, discussions or decisions have the heading of secret, two to 10 years in jail.

3. If the document, discussion, or decisions have the heading of very confidential, from three months to one year.

Note 1. If the document, discussions, or decisions come under the heading of confidential, the person will receive disciplinary punishment by the related commander or director.

Note 2. If the above actions are subject to more severe punishments in accordance with other laws, the offender shall be condemned to more severe punishment.

Note 3. Anyone who is informed of the above-mentioned documents, discussions, or decisions, and knowing the prohibition against revealing them in any manner reveals them, shall be condemned in the manner stated in this article.

Note 4. Classification and changing the classification of documents, discussions, and decisions and the manner of keeping the classified documents shall be on the basis of bylaws that will be suggested by the related Information Security Organization and approved by the minister of defense and armed forces logistics or the minister of interior, as the case may be.

Article 14. Anyone of the military personnel who, due to lack of caution, carelessness, or failure to observe government systems, causes the exposure or loss of the documents stated in Article 13, with consideration for the exposed classified documents, will be sentenced to the following.

1. If the documents or discussions come under the general heading of secret, three months to one year in jail.

2. If the documents or discussions come under the heading of secret, two months to six months in jail.

3. If the documents or discussions come under the heading of very confidential, one month to three months in jail.

Chapter III: Offenses in Violation of Military Duties

Article 15. If the violation or disobedience of military duties causes the domination of the enemy over the lands, positions, or personnel of our side, it will be considered an offense, and the offender will be considered belligerent.

Article 16. Any commander or military official who avoids carrying out actions required by his military duty and honor without using all the defense means at his disposal and surrenders in some manner what has been entrusted to him to protect or defend (such as facilities, strongholds, barracks, factories, weapons, ammunition and food warehouses and storage areas, fuel, military necessities, airplanes, ships, and cities) to the enemy shall be considered belligerent.

Article 17. The commander of any military section who signs a surrender agreement with the enemy shall be sentenced to one of the two following punishments, according to the case.

1. If the decision made causes the disarming of a group under his command or the capture of forces or the surrender of what he is responsible to defend and protect, he shall be considered belligerent.

2. In cases in which he is not considered belligerent, five to 15 years in jail.

Article 18. The following military personnel, the minimum number of whom is more than two people, shall be considered mutinous and shall be condemned as follows:

1. Armed military personnel who in a prearranged conspiracy or in a collective from disobey their commanders or directors, if they are not considered belligerent, three to 15 years in jail each.

2. Military personnel who in connection with service, engage in a prearranged conspiracy and with firearms or other weapons violate the lives, property, or honor of the people or public property, if they are not considered belligerent, three to 15 years in jail.

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3. If those who have committed the above offenses in a group action are armed, all will be sentenced to the punishments in Paragraphs 1 and 2.

Note. When one of those who have committed the above offenses in a group action is armed, all will be sentenced to the punishments in Paragraphs 1 and 2.

Article 19. Each of the military commanders or officials who, without orders or permission or without engaging in retaliation, attack or force a group to attack the military forces or citizens of a government that is not at war with Iran or with the forces under his command engage in hostile action in the territory of a government that is not at war with Iran, if the above-mentioned actions disrupt the internal or external security of the country, he shall be considered belligerent; otherwise, he shall be condemned to three to 15 years in jail.

Article 20. Each of the military commanders or officials who after receiving instruction to stop war operations continue the operations, if his action causes corruption and disruption of the system and defeat of the Islamic side, shall be condemned to the punishment for belligerents; otherwise, he shall be condemned to one to 10 years in jail.

Article 21. Anyone of the military personnel who without order or legal permission takes charge of the command of a section or continues commanding a section contrary to the orders of his superior shall be sentenced to two to 10 years in jail, and if he commits other crimes, he shall be sentenced to the punishment for those crimes as well.

Article 22. Anyone of the military personnel who revokes the orders of the related commanders or directors shall be sentenced as follows:

1. When he refuses orders to move toward the enemy, the belligerent, or the corrupt and he acts contrary to the regulations, if the action indicates cooperation with the enemy or causes corruption and disruption in the system or the defeat of the Islamic front, he shall be considered belligerent; otherwise, he shall be condemned to three to 15 years in jail.

2. If he is opposed to the regulations in a region in which war conditions or emergency restrictions are announced and the opposition concerns affairs related to the war or the regulations of emergency restriction conditions, if his action does not cause corruption and disruptions of the system or the defeat of the Islamic front, he shall be condemned to two to 10 years in jail.

Article 23. Deviation from the military and law enforcement laws and regulations shall be considered revocation of order, and if the law does not prescribe a particular punishment for it, the offender shall be condemned to two months to two years in jail.

Note 1. Disciplinary violators cited in the disciplinary bylaws are exempt from the contents of this law.

Note 2. If opposition relates to the regulations prohibiting marriage with foreign citizens or foreign citizens who become Iranian citizens as a result of marriage or prohibition against membership in political organizations, associations, or parties or prohibition against involvement and participation in political factionalism or disputes, he shall be condemned to six months to three years in jail, dismissal from service, and the return of educational expenditures, if he has not made [signed] the stated commitments.

Article 24. Anyone of the military personnel who engages in firing arms contrary to the rules and regulations shall be considered a crime and shall be sentenced to two months to one year in jail, and if it results in killing or injury, he shall be treated in accordance with the law of retribution and compensation.

Note 1. If the shooting is in accordance with the regulations, he shall be exempt from punishment and payment of compensation, and if the person killed or injured is not guilty or sentenced to be eliminated, the compensation shall be paid from the Treasury.

Note 2. Regulations concerning shooting shall be on the basis of bylaws to be prepared by the Guard Corps, the military, or the law enforcement forces accordingly and approved by the General Headquarters of the Armed Forces.

Article 25. Anyone of the military personnel who goes on assignment individually or with several people a unit and intentionally and without a justifiable reason does not report for duty at the stated time shall be sentenced as follows:

1. When the action occurs during departure to a war zone and the action of the offender causes corruption, disruption in the system, or defeat of the Islamic front, he shall be considered belligerent; otherwise, he shall be sentenced to three to 15 years in jail.

2. When the action occurs during departure to a region which is in a condition of war, combat readiness, or declaration of emergency restriction, as cited in Article 79 of the Constitution, two months to one year in jail.

Article 26. Any guard who leaves his watch without permission, if it is in the face of the enemy with cooperation and conspiracy or his action causes corruption and disruption of the system or the defeat of the Islamic front, shall be considered belligerent; otherwise, he shall be punished as follows:

1. If it is before the enemy and belligerents, three to 15 years in jail.

2. If it is in a region that is in a condition of war or the declaration of emergency situation and restrictions, as cited in Article 79 of the Constitution, or in a condition of combat readiness, two to 10 years in jail.

3. In other cases, three months to three years in jail.

Note. A guard is an armed official on whom the guarding and protection of a certain place or region is conferred.

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Article 27. Anyone of the military personnel who sleeps during his watch shall be sentenced as follows:

1. When it is in front of the enemy and the belligerents, if his action causes corruption and disruption in the system or the defeat of the Islamic front, he shall be considered belligerent, otherwise, sentenced to one to five years in jail.

2. When it is in a region that is in a condition of war or declaration of restrictions, as cited in Article 79 of the Constitution, or combat readiness, six months to two years in jail.

3. In other cases, two months to one year in jail.

Article 28. Anyone of the military personnel who during service or in connection with it attacks or insults a guard in connection with his duty shall be sentenced as follows.

1. When the offender attacks with a weapon, he shall be sentenced to three to 15 years in jail, and if he injures the guard, in addition to the above punishment, he will also be sentenced to retribution or payment of compensation.

2. If the offender attacks without a weapon, he shall be sentenced to one to three years in jail, and if he injures the guard, in addition to the above punishment, he shall also be condemned to retribution or payment of compensation.

3. If the offender in some way insults or threatens the guard, he will be condemned to two months to one year in jail, unless his insult is obscenity, [for which] he shall be sentenced to punishment for that offense as well.

Article 29. Any military personnel who during service or in connection with it commits violence or injury or disables or severs body parts of his superior, in addition to retribution or payment of compensation, shall be sentenced to one to five years in jail.

Article 30. Those who commit the crimes cited in Articles 28 and 29, if they commit murder and retribution is not carried out, shall be sentenced to the punishments stated in the two above-mentioned articles.

Article 31. Anyone of the military personnel who during service or in connection with it in some way insults his superior shall be condemned to one month to one year in jail.

Article 32. Any commander or official who insults or punishes persons under his command outside the authority of his command and disciplinary bylaws shall be sentenced to one to six months in jail, and if he is subject in accordance with penal laws to lashes, retribution, or the payment of compensation, he shall be sentenced to these punishments as well.

Article 33. Anyone of the military personnel who evades work or duty or threatens a commander, director, or any other superior or deliberately inflicts injury on himself or frequently makes excuses about physical or psychological inability, and according to the military physician is feigning illness, or if he is uninterested in carrying out service and this disinterestedness and negligence appears on numerous occasions, he shall be condemned in the following manner.

1. When in the face of internal or external enemy, if his action causes corruption and disruption of the system or defeat of the Islamic front, he shall be sentenced as a belligerent, otherwise, to two to 10 years in jail.

2. When it is during war time, one to five years in jail.

3. In other instances, three months to one year in jail.

Article 34. Anyone of the military personnel who violently resists or attacks armed officials in the course of duty in connection with service shall be considered insubordinate and shall be sentenced in the following manner.

1. If insubordination occurs with a weapon, to jail from two to eight years.

2. If insubordination occurs without a weapon, to jail from six months to three years.

Note. If the insubordinate person at the time of insubordination commits another crime, he shall be sentenced to the punishment for that crime as well.

Article 35. Anyone of the military personnel who in connection with service inflicts psychological or physical harm on a patient who cannot defend himself, in addition to retribution or compensation, if this action occurs in operational areas, he shall be sentenced to six months to three years in jail and in nonoperational areas from three months to two years in jail, and if his crime is punishable by retribution and payment of compensation, in addition to the above-mentioned punishment, he shall be sentenced to retribution or payment of compensation as well.

Article 36. Anyone of the military personnel who in connection with service in violation of regulations takes possession of the property of a wounded patient or dead person, if this action is in operational areas, he shall be condemned to six months to two years in jail, in nonoperational regions, to three months to one year in jail, and in either case he must return the property.

Article 37. Anyone of the military personnel who with his words and deeds in some way causes doubt in a person regarding the Armed Forces shall be sentenced to two months to one year in jail.

Chapter IV: Desertion

Part 1

Desertion During Peace Time

Article 38. If the permanent personnel of the Armed Forces during peace time have more than 15 days of consecutive absence and have no excuse shall be considered a deserter and after arrest shall be sentenced to one to three years in jail or demotion by one rank or deprivation from promotion of up to two years.

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Article 39. If the permanent personnel of the Armed Forces who are on assignment or on leave or going through training in the country or abroad do not report after the completion of assignment or leave or the training period or after being summoned prior to its completion within 15 days from the date of the legal notification to the related sections in the country, the embassies, consulates, or agencies of the government of the Islamic Republic of Iran and have no justifiable excuse shall be considered deserters and shall be subject to Article 38.

Article 40. Nonpermanent personnel of the Armed Forces, including duty, contract, etc., whose absence in peace time exceeds 15 consecutive days and who have no justified excuse shall be considered a deserter and after arrest shall be sentenced to six months to two years in jail or an additional service up to one year.

Article 41. If a deserter subject to the above articles reports in person, he shall be treated in the following manner:

1. If it is in peace time, he shall be sentenced to two months to one year in jail.

2. If it is in time of war or mobilization or when the related unit is in combat readiness and within a maximum of three months from the start of the war, mobilization, or declaration of readiness and he reports for duty, he shall be exempt from prosecution and punishment.

3. If the reporting for duty is after the above-mentioned period, it shall be regarded as desertion during war time.

Article 42. The duty military personnel of the reserve and cautionary forces who during peace time are called to duty for review or completion of training, general mobilization, or service and for a period of 15 days from the date of the summons do not report to duty without any justifiable excuse shall be considered deserters and sentenced to the punishments stated in this section.

Desertion During War and Armed Conflicts

Article 43. If the permanent personnel of the Armed Forces during the time of war are absent more than five consecutive days and have no justified cause, they shall be considered deserters and sentenced to two to eight years in prison, and if fleeing the front, from the date of absence, they will be considered deserters, and if their desertion causes defeat of the front or casualties on our side, they shall be considered belligerent; otherwise, they shall be sentenced to three to 15 years in jail or demotion of up to two ranks or its equivalent in their group.

Article 44. If the nonpermanent personnel of the Armed Forces, including duty, contract, etc., during the war are absent more than five consecutive days without justified excuse, they will be considered deserters and will be sentenced to one to five years in jail, and if they have escaped from the front, they shall be considered deserters from the date of their absence, and if their escape causes the defeat of the front or casualties to our forces, they shall be considered belligerent; otherwise, they shall be sentenced to two to 10 years in jail.

Note. What is meant by the front as stated in this law is an area in which a unit has direct and rapid combat involvement or has received assignment for it.

Article 45. Anyone of the military personnel who in the course of operations against terrorists, counterrevolutionaries, outlaws, and armed smugglers escapes from the place of his assignment or the area of conflict shall be subject to the punishments stated in this section.

Article 46. If military personnel who during war time are on assignment or on leave or are going through training in the country or abroad, after the completion of their assignment or leave or training or after summons prior to completion, fail to report within a period of five days from the date of legal notification to the related sections in the country or to the embassies, consulates, or agencies of the government of the Islamic Republic of Iran abroad and have no justifiable excuse, they shall be considered deserters and subject to Articles 43 and 44 of this law accordingly.

Article 47. Anyone of the military personnel who in time of mobilization or when the related unit is on combat readiness assignment deserts, he shall be subject to Articles 43, 44, and 45 of this law accordingly.

Article 48. If deserters subject to Articles 43 through 47 of this law report in person prior to the end of the war, they shall be given reduced punishment.

Article 49. Duty personnel or reserves or cautionary forces who are summoned during war time and do not report to duty within five days from the date of the summons shall be considered deserters and shall be sentenced to the punishments stated in this law.

Common Regulations

Article 50. Anyone of the military personnel who escapes with firearms, motorized vehicles, airplanes, ships or other means used by the Armed Forces, in addition to returning the same, or the replacement cost and paying compensation for the damages due to the violation or illegal use, if his action inflicts effective blows to the situation of the Armed Forces, he shall be sentenced to the punishment of a belligerent and corrupt of the earth; otherwise, he shall be sentenced to one and one-half times the punishment stated in this law.

Article 51. Anyone of the military personnel who escapes towards the enemy and his escape results in the strengthening of the enemy shall be considered belligerent and sentenced to the punishment for belligerents; otherwise, he shall be sentenced to five to 15 years in jail.

Article 52. Escapes that are carried out with the conspiracy of more than two persons shall be considered desertion with conspiracy. If belligerence and corruption can be applied to their action, they shall be sentenced to the

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punishment for belligerents and the corrupt; otherwise, they shall be sentenced to one and a half times the maximum punishment.

Article 53. Encouraging escape or facilitating escape or hiding military personnel knowing they are deserters shall be considered aiding in the crime, and if the action of the offender causes corruption and disruption of the system or the defeat of the Islamic front, he shall be considered belligerent; otherwise, he shall be sentenced to three months to three years in jail or a cash fine of R500,000 to R5 million.

Article 54. Students of training centers of the Armed Forces in terms of punishment for crimes stated in this law shall be subject to the regulations concerning the permanent cadre.

Article 55. What is meant by justifiable excuse in the law are circumstances such as:

1. Illness preventing presence.

2. Death of a spouse, father, mother, brother, sister, offspring, or severe illness of one of them.

3. Being a victim of catastrophic incidents, such as fire, flood, and earthquake.

4. Being detained or in jail.

Article 56. Experienced experts and persons who have made use of grants of the Armed Forces to go through higher medical, engineering, and other education, if they desert from service without justifiable excuse for more than six months, in addition to the punishment stated in this law, they shall be sentenced to repay the related expenditures and deprivation from employment in that profession outside the Armed Forces for five to 10 years. In any case, their dismissal from the Armed Forces shall be due to the ruling of the court or related committees projected in the laws of the Armed Forces.

Chapter V: False Report

Article 57. Any military personnel who in carrying out duties deliberately submits a false report to the commanders or other officials or hides the truth or offers a report by changing its nature or incompletely shall be sentenced as follows.

1. If the false report or hiding the truth causes defeat of the front or casualties, he shall be considered belligerent.

2. If the subject of the report concerns war affairs or internal and external security, three to eight years in jail.

3. In other cases, three months to one year in jail.

Note 1. Failure to report crimes committed by the officials related to the proper authorities shall be subject to this law.

Note 2. If the above-mentioned actions cause financial damage, in addition to the above-mentioned punishment, he shall be sentenced to pay for the damages.

Chapter VI: Cheating and Conspiracy in Military Service Affairs

Article 58. Anyone of the military personnel who in connection with his military service unjustly causes the exemption or dispatch of an eligible person to general military service or causes a person's name who is eligible for general military service not to be mentioned in the list of those eligible for service, if the above-mentioned actions are not subject to more severe punishments in accordance with other laws, he shall be sentenced to six months to three years in jail and temporary termination of service from six months to one year for the first offense and dismissal from service in the Armed Forces for the second offense.

Note. If the offender is a physician or expert employed in the Armed Forces, punishment shall be in accordance with Article 56.

Article 59. Any person who inflicts harm on himself to be exempt from military service or threatens a commander, director, or any other superior intentionally in some manner that would require exemption from service, in addition to carrying out the service stated, shall be sentenced to six months to three years in jail.

Chapter VII: Sale, Squander, and Leasing of Military Articles

Article 60. Any military personnel who sells a weapon or its parts, ammunition, explosives, or incendiary devices belonging to the government which have been entrusted to him for service, if the property is available exactly, will return said property; otherwise, he shall pay for a replacement or the cost of the damages and shall be sentenced to three to 10 years in jail, and if his action causes corruption and disruption in the system or the defeat of the Islamic front, he shall be considered belligerent.

Article 61. Anyone of the [military] personnel who sells vehicles or other military equipment, which are entrusted to him for service, if the property is available, shall return said property; otherwise, he shall pay the replacement cost or the price or the damages and be sentenced to one to three years in jail, and if his action causes corruption and disruption in the system or defeat of the Islamic front, he shall be considered belligerent.

Article 62. Anyone of the military personnel who sells or pawns military uniforms that are entrusted to him and the sale or pawning of which from the viewpoint of the related organization is not permitted, if the property is available, must return it; otherwise, he shall pay for replacement or the cost of damages and sentenced to two to six months in jail.

Article 63. Anyone of the military personnel who hides or squanders weapons, ammunition, or vehicles or other military equipment, which are entrusted to him for service or are put to illegal use, if the property is available, shall return it; otherwise, he shall pay for a replacement, or the price or damages and sentences to six months to two years

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in jail. And if his action causes corruption and disruption in the system or defeat of the Islamic front, he shall be considered belligerent.

Article 64. Anyone of the military personnel who places all or part of the weapons, ammunition, or other military equipment entrusted to him for service at the disposal of another, if the property is available, must return it; otherwise, he shall pay the replacement cost or damages and be sentenced to six months to two years in jail, and if his action causes corruption and disruption in the system or the defeat of the Islamic front, he shall be considered belligerent.

Article 65. Anyone of the military personnel who as a result of carelessness or failure to implement regulations damages weapons, ammunition, and other military articles, property, and equipment belonging to the government or whatever is at the disposal of the government or causes their loss or destruction, in addition to the payment of damages, shall be sentenced to two months to two years in jail, and if his action causes corruption and disruption in the system or defeat of the Islamic front, he shall be considered belligerent.

Article 66. Determination of whether the property, articles, and equipment cited in this chapter is military property, articles, or equipment is the responsibility of related military experts in adherence with the regulations of the Armed Forces.

Chapter VIII: Theft

Article 67. Anyone of the military personnel who steals weapons and ammunition belonging to the government shall be sentenced to two to 10 years in jail.

Article 68. Anyone of the military personnel who steals military equipment (other than weapons and ammunition), funds, materials, and articles that are at the disposal of the Armed Forces shall be sentenced to one to five years in jail.

Article 69. If the crimes above are at the time of military dispatch or assignment to combat readiness or combat operations in a war zone or the theft affects the mission of the unit in a manner that disrupts the assignment, the offender shall be sentenced to the maximum punishment.

Article 70. If the above crimes take place with the intention to effectively disrupt the Armed Forces or military operations or the action inflicts irreparable harm on military operations, he shall be considered belligerent.

Article 71. In all the above-mentioned causes in the above four articles, in the event of the existence of the property, it must be returned; otherwise, the replacement value or the cost of stolen property and also cash funds or their equivalent must be returned.

Chapter IX: Setting Fire and Destruction

Article 72. Anyone of the military personnel who deliberately and with ill intentions sets fire or destroys or makes others set fire or destroy the military facilities, buildings, strongholds, or ships, airplanes or the like, or warehouses, roads, communications equipment or centers containing documents, books, or classified documents used by the Armed Forces or defense equipment or all or part of war provisions, weapons, or ammunition or squanders or damages livestock used by the Armed Forces shall be sentenced to five to 15 years in jail.

Note 1. If the above actions are for the purpose of overthrowing the government and creation of corruption or in cases when as a result of these actions irreparable damage is inflicted on military operations, the offender shall be sentenced to the punishment for belligerents.

Note 2. Destruction of resources and facilities in order to prevent the enemy from gaining access during retreat in accordance with instructions shall be exempt from the content of this article.

Article 73. Anyone of the military personnel who deliberately squanders or burns or makes others squander or burn property at the disposal of the Armed Forces other than what was mentioned in the above article shall be sentenced to two to five years in jail, and if his action causes corruption and disruption of the system or the defeat of the Islamic front, he shall be considered belligerent.

Article 74. In cases mentioned in Articles 72 and 73 of this law, the offender will also be sentenced to pay for the damages.

Chapter X: Misuse, Forgery, and Deception

Article 75. Anyone of the military personnel who forges the signature of one of the commanders or officials of the Armed Forces or knows of the forgery and deception and uses them, whether through participation or mediation, shall be sentenced to one to 10 years in jail.

Article 76. Anyone of the military personnel who forges the seal, stamp, or insignia of one of the Armed Forces or the officers, companies, or organizations that are established according to the law or uses them knowing that they are forged, in addition to paying for the damages, shall be sentenced to six months to five years in jail.

Article 77. Anyone of the military personnel who has illegally obtained the seal, stamp, or insignia of one of the Armed Forces or offices or companies stated in Article 76 and in some way damages the rights and interests of the Armed Forces or causes others to use them, in addition to paying for damage, shall be sentenced to three months to three years in jail.

Article 78. If any military personnel who commits crimes cited in the above articles reports to related officials prior to prosecution and identifies the other offenders, he shall be exempt from punishment.

Article 79. Anyone of the military personnel who in the course of doing his duty forges and practices deception in

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the rulings, statements, writings, documents, birth certificates, statistics, calculations, books, and other writings and documents, whether he has made a signature or stamp or changed a signature, stamp, or lines, or added a word or changed the names of persons, in addition to paying for damages, shall be sentenced to two to six years in jail.

Article 80. Anyone of the military personnel who commits forgery or deception in writing written documents, contracts and agreements concerning his duties, whether he changes the subject or content or distorts the statements or writings of one of the officials or the statement of one of the parties or corrects a cancelled matter or cancels a correct matter or makes something that has not been said to appear to have been said, in addition to paying for damages, shall be sentenced to one to 10 years in jail.

Article 81. Anyone of the military personnel who uses the forged documents in the above cases with the knowledge that they are forged and false, in addition to paying for damages, shall be sentenced to six months to three years in jail.

Article 82. Anyone of the military personnel who in one of the methods stated above forges or falsifies unofficial documents and writings or knowing of the forgery and falsification makes use of them, in addition to paying damages, shall be sentenced to three months to one year in jail.

Article 83. If the forger personally uses the forged document, he shall be sentenced to the most severe punishment allowable in the above articles accordingly.

Article 84. Anyone of the military personnel who personally or through another engages in issuing a false certificate or license in military service or other affairs, in addition to paying for damages, shall be sentenced to one to three years in jail.

Article 85. Anyone of the military personnel who is in charge of purchasing or sale or manufacturing of something of the Armed Forces and due to deception or falsification in the purchase or sale or in determining the amount or its nature and use gains profit for himself or another or causes a loss for the Armed Forces shall be sentenced as follows:

1. If the profit or loss in terms of amount and value does not exceed R500,000, three months to one year in jail.

2. If it exceeds R500,000 but does not exceed R5 million, one to five years in jail.

3. If it exceeds R5 million, two to 10 years in jail.

Note. Any percentage or gift or privilege that is obtained in connection with military contracts or transactions shall belong to the government and must be declared and submitted. Failure to declare and submit shall be a crime and the offender shall be sentenced to the punishment stated in this article.

Article 86. Anyone of the military personnel who in transaction or bidding and contracts related to the Armed Forces engages in conspiracy, in addition to damages, shall be sentenced to two to 10 years in jail and a cash fine equivalent to what he has gained unjustly.

Article 87. If the crimes stated above are committed by military inspectors in financial affairs of the Armed Forces or they participate in committing them or discover and hide them, their punishment shall be up to one and one half times the maximum punishment established accordingly.

Article 88. Anyone of the military personnel who defrauds with regard to foodstuff, spices, or liquids that are under his protection or supervision directly or indirectly or willfully distributes the defrauded foodstuff, spices, and liquids among the military personnel personnel or through another shall be sentenced to two to 10 years in jail.

Article 89. Anyone of the military personnel who distributes with ill intentions the meat of animals infected with infectious diseases or spoiled foodstuff or liquids directly or indirectly among the military personnel shall be sentenced to three to 15 years in jail.

Article 90. If as a result of the occurrence of crimes in Articles 75 to 89 of this law irreparable damage is inflicted on the Armed Forces or military operations, the offender shall be considered belligerent.

Article 91. If as a result of committing the crimes stated in Articles 75 to 89 of this law financial damage is also inflicted, the offender shall be obliged to pay damages, and if a privilege is gained, it shall be revoked.

Article 92. The punishments stated in Articles 75 to 91 of this law shall be implemented when the military person has committed it in connection with military duty. Otherwise, he shall be punished in accordance with regulations.

Chapter XI: Bribery and Embezzlement

Article 93. Anyone of the military personnel who in carrying out an order, which is his duty or that of another of the personnel of the Armed Forces, accepts funds, property, or documents indicating payment of funds or the receipt of property gratis or at a lower price than is normal under any pretext, even if doing so or avoiding the matter is not in violation of the law, he shall be considered a receiver of a bribe and sentenced as follows:

1. If the price of the property or funds obtained is up to R200,000, to one to three years in jail and a cash fine of the equivalent of the funds or the price of the property obtained and demotion of one rank.

2. If the price of the property or funds obtained exceeds R200,000, two to 10 years in jail and a cash fine the equivalent of the funds or the price of the property obtained and dismissal from the Armed Forces.

Article 94. Anyone of the military personnel who takes and possesses funds, bills, invoices, documents, articles, and

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equipment entrusted to him in accordance with his duty for himself or another shall be considered an embezzler and shall be punished as follows:

1. If the amount of embezzlement in terms of funds or cost is up to R500,000, one to three years in jail and a demotion of one rank.

Note 1. In any case, in addition to the return of the embezzled funds or property, he shall be sentenced to a cash fine double that amount.

Note 2. Punishment for instigating embezzlement is the minimum of the punishment for that crime.

Chapter XII: Illegal Use of Official Military Uniforms, Insignia, Emblems, and Medals

Article 95. Anyone of the military personnel who openly uses domestic or foreign military insignias, medals, emblems, and ranks without change or with minor change that would be deceptive without permission or right shall be sentenced to two months to two years in jail.

Article 96. Anyone of the military personnel during war with a government that has signed the Geneva Convention dated 1949 or has joined it later who openly uses the flag, arm band, or other signs of the Red Crescent or their equivalent in the war operational zone without having the right to do so shall be sentenced to two months to two years in jail.

The above law, including 96 articles and 28 notes, in accordance with Article 85 of the Constitution was ratified in the session on Saturday, 18/05/1371 [9 August 1992] by the Judicial and Legal Affairs Committee. In the open session of Sunday, 3 Khordad 1371 [24 May 1992], it was agreed to be implemented on a trial basis for five years and approved by the Council of Guardians on 08/06/1371 [30 August 1992].

Speaker of the Majles 'Ali Akbar Nateq-Nuri

Book 2: Judicial Organization of the Armed Forces of the Islamic Republic of Iran

Section 1: Law on Restoring of Competence of Justice Department Judicial Authorities,[1] Ratified on 08/02/1358 [28 April 1979] With Later Amendments

Single Article. From the date of the ratification of this law, the Military Courts shall exclusively examine crimes related to special military duties, and the examination of other crimes placed within the authority of those courts shall be conferred upon Justice Department authorities.

Note 1. Crimes that have been or will be committed by officers, noncommissioned officers, personnel, or employees of the Police Department and Gendarmerie of the country due to service or during service and because of it shall be investigated by the Justice Department judicial authorities.

Note 2. All the cases included in the above article and Note 1, which have reached a final ruling by the date of the ratification of this law shall be examined by the Justice Department judicial authorities.

Note 3. What is meant by crimes related to special military duties are those committed by officers, noncommissioned officers, personnel, and employees of the Ministry of Defense and the Army due to service in the related organization or Military unit.[2]

Section 2: Legislative Bill on the Establishment of Military Revolutionary Courts,[3] Ratified 29/08/1358 [20 November 1979] by the Revolution Council

Single Article.med In order to safeguard the Islamic revolution and the independence of Iran, fight conspirators against the security of the country, and examine the offenses and crimes of the provocative and destructive elements inside the Army, Gendarmerie, and Police Department, the Military Revolutionary Court, composed of three persons—a religious magistrate, a Justice Department judge, and a military judge—is hereby established.

The Military Revolutionary Court prosecutor, who will be selected by the minister of defense, shall have full authority to prosecute and arrest the accused and detect and investigate the crimes.

The rulings of the Military Revolutionary Court shall be issued on the basis of Islamic laws with consideration for the religious and national duties of the personnel of the three branches of the Armed Forces to protect the independence and territorial integrity of the country and guard the Islamic revolution of the Iranian people.

The issued rulings shall be final and shall be carried out immediately.

The procedure for the prosecution and investigation of the accused and examination of the accusation shall be in accordance with the bylaws of the Islamic Revolution Courts of Iran ratified by the Revolution Council.

Note. This law shall exclusively include the personnel of the Army, the Gendarmerie, and the Police Department.

Revolution Council of the Islamic Republic of Iran

Section 3: Law To Attach the Judicial Organization of the Military to the Justice Department of the Islamic Republic of Iran,[4] Ratified on 10/08/1360 [1 November 1981], and the Approval of the Council of Guardians, With Later Attachments and Amendments

Single Article. In the implementation of Article 172 of the Constitution of the Islamic Republic of Iran, from the date of the ratification of this law, the Judicial Organization of

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the Military of the Islamic Republic of Iran and all the Military Prosecutor's Offices and courts located throughout the country shall be separated from the Joint Headquarters of the Military of the Islamic Republic of Iran and annexed to the Ministry of Justice.

Note 1. The head of the Judicial Organization of the Armed Forces of the Islamic Republic of Iran shall be determined by the Supreme Judicial Council and appointed to this position.

Note 2. Dismissals, appointments, and changes of location of the work of military judges shall be upon the suggestion of the head of the Judicial Organization of the Armed Forces of the Islamic Republic of Iran and, based on Paragraph 3 of Article 157 of the Constitution, is the responsibility of the Supreme Judicial Council.

Note 3. The budget of the organization shall be included every year in the national budget on an independent line under the Justice Department.[5]

Note 4. All the property and movable and immovable possessions related to the former judicial authorities of the Armed Forces (the Military Adjudication Office, the Islamic Revolution Military Prosecutor's Office, the General and Revolutionary Prosecutor's Office, and the Guard Corps) along with related funds shall be taken from the Military, the Guard Corps, and other forces and institutions and transferred to this organization.[6]

Note 5. Civilian employees of the Judicial Organization of the Armed Forces of the Islamic Republic of Iran shall continue to be subject to the national employment law.

Note 6. From now on, the above-mentioned judicial organization shall be in charge of examining special Military and Law Enforcement crimes of all the Armed Forces of the Islamic Republic of Iran, the Military, the Police Department, the Gendarmerie, the Guard Corps, the Judicial Police, the Mobilization, the Islamic Revolution Committees, and any other legal armed force.

Note 7. The Administrative Organization of the organization shall be prepared by the minister of justice, the head of administrative and employment affairs of the organization, and the head of the Judicial Organization and approved by the head of the Judiciary Branch.[7]

Note 8. From the date of notification and ratification of the bylaws related to this law, no judicial authority of the Armed Forces shall be official except in connection with this organization.

Note 9. From the date of the ratification of this law, the name of the Military Judicial Organization shall be changed to the Judicial Organization of the Armed Forces of the Islamic Republic of Iran.[8]

Section 4: Law on Adjudication of the Armed Forces of the Islamic Republic of Iran,[9] Ratified on 22/02/1364 [12 May 1985] by the Majles and Approved on 25/02/1364 [15 May 1985] by the Council of Guardians, with Later Amendments

Article 1. Examination of crimes related to special Military and Law Enforcement duties of the members of the Armed Forces of the Islamic Republic of Iran (Military, Guard Corps, Gendarmerie, Police Department, Judicial Police, Islamic Revolution Committees, and any other legal armed force) shall be on the basis of this law, within the authority of special Military Courts.[10]

Note 1. What is meant by crimes related to special Military and Law Enforcement Forces duties are those that members of the Armed Forces commit in connection with Military and Law Enforcement duties and responsibilities, which are conferred on them in accordance with the laws and regulations.

Note 2. Crimes committed while an agent of the Justice Department shall be examined in the General Courts.[11]

Article 2. Military Courts are divided into Military Courts 1 and Military Courts 2.

Article 3. The procedures for the establishment and the legal authority of Military Courts 1 and 2 and the instances necessary to send the case to the Supreme Court are the same as the procedures for the establishment and the legal authority of Penal Courts 1 and Penal Courts 2.[12]

Article 4. Priority for holding judicial positions in the Military Courts and Prosecutor's Offices shall be given to qualified military legal experts.

Article 5. Whenever the head or an acting member requests the consultation of the head of the Judicial Organization of the Armed Forces or the head of the Judicial Organization of the related area, the head is obliged to send a consultant. In this case, prior to the decision of the court, the consultant is obliged to study and examine the case carefully and announce his detailed and documented opinion in writing as quickly as possible.

Article 6. In the provincial capitals, a Judicial Organization of the Armed Forces of the province, composed of a Military Court and Prosecutor's Office, and where needed in provincial cities in the region, a Military Prosecutor's Office will be established. The ratification of the above-mentioned organization and the determination concerning the number of branches of the Prosecutor's Office and the court shall be the responsibility of the head of the Judiciary Branch.

Note. The head of the first branch of the Military Court of every province shall supervise and be the administrative head of all the branches of the court, and the Prosecutor's Office of the province will be the head of the Judicial Organization of the province.

Article 7. A person accused of various types of special Military and Law Enforcement crimes will be tried in the court having jurisdiction over examination of the crime for which the punishment is the harshest.

Article 8. In provinces where the accumulation of cases is not at a level to warrant the establishment of a Judicial Organization, upon the suggestion of the head of the Judicial Organization and the approval of the head of the

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Judiciary Branch, a Military Court 2 with authority similar to an independent Legal Court 2 in penal affairs will be established.

Article 9. Military and Law Enforcement Forces are obliged to transfer or assign the Military legal experts and personnel needed by this organization upon the suggestion of the head of the Judicial Organization.

Article 10. The head of the Judicial Organization of the Armed Forces, who is also the head of the First Branch of the Military Court 1, has the right to inspect and supervise the Military Courts and Prosecutor's Offices throughout the country and if necessary can have a sufficient number of deputies.[13]

Note. The head of the Judiciary Branch of the Armed Forces may, if necessary and with the agreement of the examining judge in the related Prosecutor's Office or court, refer the case from the examining branch to one of the similar branches in the province.

Article 11. The authority and duties of the prosecutor, interrogator, and legal aid of the Military Courts, while observing the regulations in this law, are the same authority and duties that are determined in the law on penal adjudication for prosecutor, interrogator, and legal aid of the Public Prosecutor's Offices, and the procedures for investigation shall be those cited in the above-mentioned law.

Article 12. All laws that are contrary to this law are repealed. The above-mentioned law, including 12 articles and eight notes,[14] was ratified in the session on Sunday, 22 Ordibehesht 1364 [12 May 1985] by the Majles and on 25/02/1364 [15 May 1985] was approved by the Council of Guardians.

Section 5: Rulings of the General Committee of the Supreme Court

Ruling No. 125, 08/08/1347 [30 October 1968], Period of Time For Final Appeal

(The source of the legal time period for final appeal by the military prosecutor concerning the ruling of the Appeals Court, which has been mentioned in Articles 272 of the military adjudication and penal law, 10 days from the date of the announcement of the ruling is 10 days after the official receipt of the appeal verdict and the related case in the Military Prosecutor's Office on nonholidays if:

1. According to Articles 238, 269, and 270 of the military adjudication and penal law, the prosecutor of the court that issues the grievance appeal verdict essentially has been determined to lack legal authority to request final examination, and to announce the ruling to a person who has no authority in terms of submitting the ruling or engaging in final appeal cannot be legally effective in terms of starting the period for the complaint.

2. According to general adjudication rules that have also been recognized as necessary to be observed in accordance with Article 287 of the same law in Military Courts and Prosecutor's Offices as well as in cases in which military adjudication and penal military law are silent, and also according to what can be deduced from Article 237 of the above-mentioned law, which states that the procedures for the examination and issuance of rulings in the appeals court are the same as those anticipated for examination of the preliminary stages in the War Court, unless another rule is explicitly established, on the whole the adjudication regulations in the preliminary stage, that is, the War Court, must be observed at the appeal level. Among them, in regards to the regulations of notification and announcement or not announcing the ruling to the military prosecutor, because of the silence of the legal articles concerning adjudication of the appeal level, it must be observed.

3. According to Article 3 of the military adjudication and penal law, the military prosecutor serves in the Military Adjudication Office and, in accordance with Article 18 of the same law, all the rulings of the courts-martial formed in the sectors of the capital, provinces, and provincial cities must also be sent to the Military Adjudication Office for approval and comments, and the implementation of the rulings of the above-mentioned courts shall depend on the agreement of the military prosecutor and its being cited in the ruling of the Ministry of War. If the military prosecutor does not agree, it must be acted on in accordance with Article 16 of the above-mentioned law. According to Article 16, in cases when the prosecutors of the courts-martial formed in the units of the capital, province, and provincial cities have not requested an appeal, made a comment, or taken any action after the issuance of the ruling by the court-martial in regards to rulings that can legally be appealed within the set period, the military prosecutor, after examining the case, if he finds the ruling subject to appeal, may request an appeal within the period legally established for appeal. According to the note of the same article, the start of the period for requesting an appeal by the military prosecutor is considered from the day after receipt of the ruling of the court-martial in the Military Prosecutor's Office, holidays not included. For the above-mentioned reasons, and observing the reasoning of Article 16 of the military adjudication and penal law and its note, in regards to rulings issued by the appeals court, too, in terms of sending the rulings and the cases at the level of appeal to the military prosecutor and determining the start of the period for final appeal of the military prosecutor, excluding holidays, it is legally required that the day of the receipt of the verdict in the case be observed. According to the law on unity of judicial procedures ratified in Tir 1328 [22 June-22 July 1949], this ruling, issued in order to create a single procedure, must be followed in similar cases and at the level determined by the recent above-mentioned law.)

Ruling No. 3498-05/09/1335 [26 November 1956]

19. Jurisdiction of Justice Department Courts in Regards to the General Crimes of Gendarme Officers and Personnel"

In regards to the jurisdiction of Justice Department courts concerning the general crimes of gendarme officers and

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personnel, there has been a difference of opinion between the branches of the Supreme Court in that the Second Branch and the Fifth Branch of the above-mentioned court have considered the Military Courts to be competent to examine, and in the opinion of the Ninth Branch, the authority for examination is the Justice Department Courts. The point of difference has been raised in the General Committee of the Supreme Court on the basis of the law of unity of judicial procedures, and comments were made in Ruling No. 3489, 05/09/1335 [26 November 1956], as follows:

(Since the mention of the word security [amniyyeh] in Article 91 of the military adjudication and penal law came at a time when the Gendarmerie Organization was affiliated with the Ministry of War, and now in accordance with Article 3 of the law amending the 1320 [21 March 1941-20 March 1942] national budget law the above-mentioned organization has been included in the Ministry of Interior, and for this reason in the law examining the general crimes of Military officers and personnel in the General Courts, ratified on 29 Aban 1322 [20 November 1943], there is no mention of security or gendarme, and since in accordance with Article 19 of the penal adjudication law, gendarme officers and personnel are considered agents of the Justice Department, the examination of the general crimes of the above-mentioned employees lies within the jurisdiction of the Justice Department Courts.)

Ruling No. 25-01/02/1359 [21 April 1980]

Ruling on Unity of Procedures by the General Committee of the Supreme Court

The document for reestablishment of adjudication, in accordance with the single article of the legislative bill on the prescription of the reestablishment of examination of the accusations of certain convicted persons of the Military Court ratified on 20/05/1358 [11 August 1979] by the Revolution Council of the Islamic Republic of Iran, is not merely limited to the contents of Article 279 of the military adjudication and penal law and Article 23 of the law to amend some of the laws of the Justice Department ratified in 1356 [21 March 1977], and if for some reason legally the final verdict issued by the Military Courts to which a request for resubmission of adjudication is made is determined to be misrepresented, acceptance of the resubmission of adjudication will be allowed. This ruling, based on the Single Article of the law on the unity of procedures ratified in 1328 [21 March 1949] for the branches of the Supreme Court and courts in similar cases, must be followed.[15]

Section 6: Law on Administrative and Employment Regulations of General Prosecutors' Offices, Islamic Prosecutors' Offices and Courts, the Organization of Prisons, and the Judicial Organization of the Armed Forces, Ratified on 11/02/1370 [1 May 1991] by the Majles and Approved on 24/02/1370 [14 May 1991] by the Council of Guardians[16]

Single Article. Employees and salary earners of the General Prosecutor's Office who have formerly been in the service of the General Prosecutor's Office of the Islamic Revolution and employees of the Islamic Revolution Prosecutor's Offices and courts, the Organization of Prisons, and the Judicial Organizations of the Armed Forces, except for judges and workers, shall be subject to the national employment law.

Note 1. Employees who by the date of the ratification of this law have at least two years of full-time service in these organizations shall become official employees, and other employees shall become official in accordance with the regulations of the national employment law and after the conclusion of the trial period.

Note 2. In determining the job group of employees, during their change in status to official, their job at the time of the ratification of this law shall be the basis for action.

Note 3. All the full-time service history of the employees in the organizations cited in this law in terms of base. retirement, and duty pay shall be considered and included in the government services.

Note 4. Employees of the organizations cited in this law during the change of status shall be exempted from the conditions of maximum age cited in Paragraph A of Article 14 of the national employment law.

Note 5. The employee share retirement deduction of employees who change to official status for the period of their full-time service in the organizations cited in this law shall be on the basis of their last salary and the extra pay received from the job prior to the implementation of this law and shall be deducted from their pay in accordance with the national employment law within a maximum of 60 months and deposited in the National Retirement Fund, and the retirement deduction of the share of the organization for the above-mentioned period shall be paid to the above-mentioned fund by those organizations in accordance with the national employment law within a period of three years.

Note 6. The organization related to the organizations in this article shall be prepared by the minister of justice and the Administrative and Employment Organization of the country and approved by the head of the Judiciary Branch.

Note 7. Bylaws on the procedures to change the status of employees subject to this law shall be prepared by the minister of justice within a maximum period of three months from the date of the ratification and, after the approval of the National Administration and Employment Affairs Organization, shall be approved by the Cabinet.

Note 8. All contrary laws and regulations to the contents of this law shall be repealed.

The above-mentioned law, including a Single Article and eight notes, was ratified in the open session of the Majles on Wednesday, 11/02/1370 [1 May 1991], and approved by the Council of Guardians on 24/02/1370 [14 May 1991].

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Speaker of the Majles, Mehdi Karrubi

Footnotes

1. RUZNAMEH-YE RASMI, No. 9960, 12/02/1358 [2 May 1979].

2. Attachment ratified on 03/09/1358 [24 May 1979] by the Revolution Council (RUZNAMEH-YE RASMI, No. 10136, 19/09/1358 [10 December 1979]).

3. RUZNAMEH-YE RASMI, No. 10144, 28/09/1358 [19 December 1979].

4. RUZNAMEH-YE RASMI, No. 10713, dated 15/09/1360 [6 December 1981].

5. Notes 3, 4, and 7 have been amended in accordance with the law amending the law of adjudication of the Armed Forces of the Islamic Republic of Iran and the single article to attach the judicial organization of the Military to the Justice Department, ratified on 26/10/1368 [16 January 1990] by the Majles and approved on 27/10/1368 [17 January 1990] by the Council of Guardians, cited in RUZNAMEH-YE RASMI, No. 13090, 15/11/1368 [4 February 1990].

6. Ibid.

7. Ibid.

8. Notes 6 to 9 were added in accordance with the law concerning the attachment of four notes to the single article attaching the Military Judicial Organization to the Ministry of Justice, ratified on 01/04/1361 [22 June 1982] by the Majles in the presence of the Council of Guardians (RUZNAMEH-YE RASMI, No. 10893, dated 29/04/1361 [20 July 1982]); in the postscript to Notes 3, 4, and 7 in 1368 [21 March 1989-20 March 1990], Note 7 was again amended and ratified in its present form.

9. RUZNAMEH-YE RASMI, No. 11728, 13/03/1364 [3 June 1985].

10. The Police Department, Gendarmerie, and the Islamic Revolution Committee were combined in accordance with the Law Enforcement Forces of the Islamic Republic of Iran ratified on 27/04/1369 [18 July 1990] by the Majles and approved on 02/05/1359 [24 July 1980] [as published] by the Council of Guardians, and became a single unit called; "The Law Enforcement Forces of the Islamic Republic of Iran" (RUZNAMEH-YE RASMI, No. 13239, 27/05/1369 [18 August 1990]).

11. See the ruling on procedural unity, No. 3498, 05/09/1335 [26 November 1956].

12. See the rulings on procedural unity, Nos. 125, 08/08/1347 [30 October 1968], and 25, 01/02/1359 [22 April 1980].

13. Articles 3, 4, 5, 6, 8, 9, and 10 have been amended in accordance with Article 1 of the law to amend the adjudication law of the Armed Forces of the Islamic Republic of Iran, ratified on 26/10/1368 [16 January 1990] by the Majles and approved on 27/10/1368 [17 January 1990] by the Council of Guardians, published in RUZNAMEH-YE RASMI, No. 13090, 15/11/1368 [4 February 1990].

14. And based on the same amendment, the eight notes were reduced to four notes.

15. Even though some of the above-mentioned rulings were issued on the basis of the military adjudication and penal law and by abolishing the above-mentioned law, the rulings on unity of procedures based and relying on it also lose their validity, nevertheless, they have been quoted precisely for information and also for scholarly use.

16. RUZNAMEH-YE RASMI, No. 13475-26/03/1370 [16 June 1991].

Part 2

Laws and Regulations Concerning the Military of the Islamic Republic of Iran

Book 1: Law of the Military of the Islamic Republic of Iran,[1] Ratified on 07/07/1366 by the Majles and Approved on 15/07/1366 by the Council of Guardians, With Later Amendments and Attachments

Chapter I: Definitions, Goals, Principles and Characteristics, Duties, and Assignments

Section 1. Definitions

Article 1. In this law, the following abbreviated phrases replace their full titles:

A. "General Command" in place of "The General Command of the Armed Forces of the Islamic Republic of Iran."

B. "Armed Forces" instead of the "Armed Forces of the Islamic Republic of Iran."

C. "Military" instead of the "Military of the Islamic Republic of Iran."

D. "Joint Headquarters" instead of the "Joint Headquarters of the Military of the Islamic Republic of Iran."

E. "Guard Corps" instead of the "Guard Corps of the Islamic Revolution of Iran."

F. "Upon the order of" instead of "upon the order of the General Command of the Armed Forces of the Islamic Republic of Iran."

G. The "Ideological and Political Organization" instead of the "Ideological and Political Organization of the Military of the Islamic Republic of Iran."

H. The "Information Security Organization" instead of the "Information Security Organization of the Military of the Islamic Republic of Iran."

Article 2. The Armed Forces of the Islamic Republic of Iran consist of the Military, the Guard Corps, and the Law Enforcement Forces.

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Note. The Law Enforcement Forces of the Islamic Republic of Iran is the name given to the Gendarmerie, Police Department, and the Islamic Revolution Committees of Iran.

Article 3. The Military of the Islamic Republic of Iran refers to all the Joint Headquarters and the ground, air, and sea forces and their affiliated organizations.

Article 4. The Ministry of Defense of the Islamic Republic of Iran is a part of the government which is responsible for supporting the Military.

Section 2: Military Goals

Article 5. The Military goals of the Islamic Republic of Iran consist of:

A. Protection of the independence, the territorial integrity, and the regime of the Islamic Republic of Iran.

B. Protection of the national interests of the Islamic Republic of Iran outside the domain of the country, in the Caspian Sea, the Persian Gulf, the Sea of Oman, and rivers and mines.

C. Helping Muslim or oppressed nations that are not hostile to Islam to defend lands threatened or occupied by aggressive forces, if the above-mentioned nations so request.

Section 3. Principles and Basic Characteristics of the Armed Forces (Military Doctrine and Strategy)

Article 6. The principles and basic characteristics of the Armed Forces consist of:

A. Being Islamic.

In organizing and equipping the Armed Forces, the basic precept is Islamic ideology. All aspects and dimensions are governed by religious rules and regulations. The Armed Forces have as their duty the ideological mission of holy war [jihad] in the path of God, following the moral principles of Islam, and respect for the human dignity of individuals.

B. Belief in guardianship.

The Armed Forces are under the command of the General Command, and the principle of the unity of command shall govern all their levels. Promotion to commander at all levels will take place on the basis of competence and efficiency. Following the orders of the commander, provided they are not contrary to the specific orders of the religion, the commands of the General Commander, the rule of the regime, and the laws of the Islamic Republic of Iran is mandatory. The personnel of the Armed Forces are in political line with the leader, and their membership in and affiliation with political organizations, considering the order of the leader, is strictly prohibited.

C. Being of the people.

The Armed Forces continuously carry out their duty alongside the people and for the interests and ideals of the Islamic nation. In peacetime, as well, upon the request of the government, they use their personnel and technical equipment, in such a way that it will not compromise their combat readiness, in the service of the people in emergencies, education, production, and construction jihad.

D. Self-sufficiency.

The Armed Forces will strive to make use of all their capabilities to achieve self-sufficiency in all areas: organizational, educational, provisional, informational, and industrial.

E. Discipline.

The Armed Forces must, through spiritual discipline stemming from the belief and faith of the personnel, devising logical and just regulations, and establishing incentives and punishment systems, provide the grounds for the full implementation of the orders and regulations.

F. Simplicity.

In the Armed Forces, in all areas, including headquarters, planning, management, the use of systems and methods, the selection of technology, and the issuance of instructions, the principle of simplicity must be observed; unnecessary organizations and unnecessary ceremonies must be omitted; and coordinating methods must be employed.

G. Capability.

The Armed Forces must possess the readiness, mobility, and capability to enable them to employ all the resources of the Islamic Republic in eliminating the effrontery to be aggressive on the part of overt and covert enemies.

H. Defense.

By making use of all their ability, the Armed Forces will keep the enemy from aggression, defend against any sort of aggression, punish and suppress the aggressor, and while believing in the principle of nonaggression help Muslim nations or the oppressed nations that are not hostile to Islam in self defense.

Section 4: Mission and Duties

Article 7. The mission and duties of the Army are as follows:

A. Preparedness to confront any military aggression against the independence, territorial integrity, and regime of the Islamic Republic of Iran or the interests of the country.

B. Cooperation with the Law Enforcement Forces and the Guard Corps in fighting villains, outlaws, smugglers, and separatists and overthrowing movements when necessary, upon order.

C. Readiness to cooperate with the Guard Corps in helping Muslim nations and oppressed nations who are not hostile

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to Islam in the world to defend themselves against military threat and aggression, upon their request and upon orders.

D. Making individuals employed by the Military and their technical equipment, upon the request of the government, available to implement Article 147 of the Constitution by fully observing the standards of Islamic justice at such a level that, upon the determination of the Supreme Defense Council, the combat readiness of the Military is not compromised.

E. Organizing, educating, equipping, and expanding the ground, air, and sea forces suitable to the resources and threats in order to carry out the conferred assignment.

F. Constant effort toward full rule of the Islamic culture and precepts in the Military, the Ministry of Defense, and the organizations affiliated with them.

G. Preparing the people for the armed defense of the country and the regime of the Islamic Republic within the framework of the general military service law.

H. Helping the Guard Corps in training and organization, upon orders.

I. Taking the necessary steps to achieve self-sufficiency in all areas: industrial, educational, provisional, informational, methodological, and organizational.

J. Taking the necessary steps in the area of obtaining information about open and clandestine political-military situations, events, and changes in the region and the world and continuous evaluation of the threats and combat capability of actual and potential enemies.

K. Continuous effort to preserve and protect the Military, the Ministry of Defense, and their affiliated organizations in the areas of security.

L. Creation of the necessary facilities for the cooperation of the Guard Corps with the Military in necessary situations, as determined by the Supreme Defense Council.

Article 8. The duties of the Ministry of Defense are as follows:

A. Manufacturing and production of needed equipment of the Military and Law Enforcement Forces, carrying out necessary industrial research, and increasing the technological resources of the related industries.

B. Guiding and coordinating the industrial research of the Military and organizations affiliated with the Ministry of Defense and coordination with the Supreme Council of Industries and the research centers of the country.

C. Engaging in repairs outside the capabilities of the Military and Law Enforcement Forces.

D. Carrying out all foreign purchases needed by the Military and the Ministry of Defense and their affiliated organizations, based on the general policy of the government of the Islamic Republic of Iran.

Note 1. The Ministries of Defense and Guard Corps are responsible for coordinating foreign purchases under the supervision of the Supreme Defense Council and may also arrange purchases for each other.

Note 2. All foreign purchases of defense items needed by other ministries, institutions, and organizations of the country will also be carried out exclusively through the Ministries of Defense and Guard Corps.

E. Domestic provision, procurement, and purchase of sensitive, major, and expensive items and items needed jointly by the Military and the Ministry of Defense, with the exception of fuel and perishable items.

Note. The Ministry of Defense may confer the procurement of some of its domestic joint items on the three forces while retaining responsibility and determining the policies. The instances and procedures for such will be based on bylaws to be prepared by the Ministry of Defense with the coordination of the Joint Headquarters and approved by the Cabinet.

F. Prepaying the bills needed by the Military in coordination with the Joint Headquarters and bills needed by the Ministry of Defense and affiliated organizations and follow-up of the legal stages, notification of laws and ratifications of the Cabinet to the Military, and supervision over the implementation of laws and regulations.

G. Defending the rights of the Military and the Ministry of Defense and their affiliated organizations in the judicial courts.

H. Examination and acquisition of the budget and funds for the Military and the Ministry of Defense and their affiliated organizations, supervision over their spending, and examination and approval of their budget account balance.

I. Providing and procuring needed land and building facilities of the Military and the Ministry of Defense and their affiliated organizations, within the framework of the rules and policies of the Ministries of Housing and Urban Development and Plan and Budget.

Note. The Ministry of Defense may confer the building of some constructed facilities of the forces to the related forces while retaining responsibility and supervision.

J. Administration of the affairs of the property of the Military and Ministry of Defense and their affiliated organizations in terms of rights and law.

K. Providing treatment services for the personnel of the Ministry of Defense, the Military, and the Law Enforcement Forces and their affiliated organizations, retired persons, and those who receive regular pay, as well as their dependents.

L. Providing cooperative services for persons mentioned in the above-mentioned paragraph and their dependents.

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M. Handling insurance affairs, retirement, salary, and regular pay of the personnel of the Military and the Ministry of Defense and their affiliated organizations.

N. Procurement and provision of military maps and geographical services needed by the Military and Law Enforcement Forces.

O. Technical, training, and repair support for the computer service organizations of the Military and Law Enforcement Forces.

Article 9. The Joint Headquarters of the Military of the Islamic Republic of Iran is the central command headquarters of the Military, assisting the General Commander in the administration of Military affairs, and its duties are as follows:

A. General Command consultation in regards to Military Command actions.

B. Providing and developing general military (strategic) decisions and preparing the related plans based on the commands of the General Command, with consideration for the laws, risks, and resources of the country.

C. Preparation and offering needed information to the General Command for decision making.

D. Receiving commands and decisions of the General Command, and notification of them to the three forces, and supervision over the implementation of the issued commands.

E. Preparation of plans and instructions on the basis of commands and decisions received, notification of them to the three forces, and supervision over their implementation.

F. Supervision over the combat capability of the Military.

G. Preparing plans for approval by the General Command for the organization and equipment of the Military, with consideration for the threats and defense capabilities and decisions and the principles of the foreign policy of the country, with the cooperation of the three forces and the Ministry of Defense and the approval of the Supreme Defense Council.

H. Final estimate of the logistical needs of the Military.

I. Examination and coordination of the proposed budgets of the forces and sending the proposed budget of the Military to the Ministry of Defense.

J. Cooperation with the Ministry of Defense in the area of preparing bills needed by the Military.

K. Supervision and control over all activities of Military hospitals.

Article 10. The mission of the Ground Forces [Army] of the Military of the Islamic Republic of Iran is as follows:

A. Guarding the land of the Islamic Republic of Iran against any sort of foreign military aggression.

B. Expulsion and elimination of aggressive forces.

C. Organizing, equipping, training, and expansion of ground units and preparing them for the implementation of their mission.

D. Preparing plans for the logistical needs and steps in procuring and purchasing items and hiring services that are the responsibility of the Army and joint domestic items that are conferred upon it.

E. Carrying out necessary research and study in all areas to achieve self-sufficiency.

F. Providing air defense for all units, facilities, and related sensitive areas within the range of the antiaircraft weapons of their organization and with the general operational coordination and control of the Air Force.

G. Providing and protecting the related facilities and barracks.

H. Providing for the medical needs of the personnel of the Army and operation of related hospitals and treatment centers.

Article 11. The mission of the Air Force of the Military of the Islamic Republic of Iran is as follows:

A. Protecting the air domain of the country.

B. Attacking the military targets and vital facilities of the enemy, upon order.

C. Air support for the Military and Law Enforcement Forces.

D. Providing air defense for the country, general coordination, guiding and control of air defense operations of other forces and organizations that have responsibilities in the area of air defense.

E. Collection of electronic information about threats and offering necessary services.

F. Organizing, equipping, training, and expansion of airports to carry out their mission.

G. Preparing proposals for logistical needs and steps in procurement and purchase of items and services that are the responsibility of the Air Force and joint domestic items that are conferred on it.

H. Carrying out needed study and research in all areas to achieve self-sufficiency.

I. Securing and protecting the related facilities and barracks.

J. Providing for the medical needs of the personnel of the Air Force and the operation of hospitals and treatment centers.

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Article 12. The mission of the Navy of the Military of the Islamic Republic of Iran is as follows:

A. Guarding the territorial waters, the continental plateau, and the critical economic regions and islands of the country against any sort of foreign military aggression.

B. Continuous presence, control, and providing of security for our sea communications lines and preventing illegal use by foreigners of the sea regions mentioned in the above paragraph.

C. Expulsion and suppression of any sort of military aggression against the rule, rights, and interests of the country in the regions mentioned in Paragraph A and the elimination of enemy sea facilities, upon order.

D. Control of the traffic of ships in the Persian Gulf and the Sea of Oman and inspection of suspicious ships when necessary, upon order.

E. Organizing, equipping, and training of the naval units to carry out their assignments.

F. Preparing proposals for logistical needs and taking measures to procure and purchase items and services that are the responsibility of the Navy as well as joint domestic items conferred on it.

G. Carrying out necessary study and research in all areas to achieve self-sufficiency.

H. Providing air defense for all related units, facilities, and sensitive areas, islands, and naval installations within the range of their organizational antiaircraft weapons, with the general operational coordination and control of the Air Force.

I. Securing and protecting related facilities and barracks.

J. Providing for the medical needs of the personnel of the Navy and the operation of the related hospitals and treatment centers.

Article 13. The main responsibility for the assignments mentioned in Paragraphs A of Articles 10, 11, and 12; Part 1 of Paragraph D of Article 11; and the last part of Paragraph C of Article 12 of this law, if they are to guard the independence and territorial integrity and regime of the Islamic Republic of Iran, belongs to the Military of the Islamic Republic of Iran, and the three forces of the Guard Corps shall cooperate with the three forces of the Military. But if the above-mentioned missions are in the area of guarding the Islamic revolution of Iran and its fruits, the main mission is the responsibility of the Guard Corps, and the three forces of the Military will cooperate with the three forces of the Guard Corps. Examples of this article and the procedure and level of cooperation of the Military and the Guard Corps in every case shall be determined by the Supreme Defense Council.

Article 14. The Ideological and Political Organization is an organization with an independent and centralized hierarchy that has the following mission and duties:

1. Mission:

The growth and spread of Islamic culture and values in the Military and the Ministry of Defense and their affiliated organizations, based on Islamic standards and precepts and the decisions, directives, and instructions of the leader.

2. Duties:

A. Ideological and political training of the personnel for their religious and political growth.

B. Carrying out propaganda activities for the personnel, such as the publication of pamphlets and journals, establishing libraries and exhibitions, production of the radio and television programs of the Military, and the operation of related mosques and other religious places.

C. Offering ideological policies to the related sources to conform the organizations, regulations, bylaws, and instructions to Islamic rules and standards.

D. Supervision over the preservation and practice of Islamic standards in all areas and announcing the violations to the officials to eliminate them and report to the General Command, if necessary.

E. Examination and evaluation of personnel in terms of ideological competence for appointments, promotions, and assignments abroad.

F. Carrying out all public relations duties of the Military and the Ministry of Defense and their related organizations.

Note. The Military and Ministry of Defense and the related organizations are responsible to provide the logistical and personnel support needed by the Ideological and Political Organization, within the framework of the charts of the related organizations approved by the General Command.

Article 15. The ideological-political officials of all units and organizations are appointed from among clerics who have at least completed a certain level, who possess sufficient political and social perception, and who have no membership or activity in any political organizations.

Article 16. The Information Security Organization of the Islamic Republic of Iran is an organization with independent and centralized hierarchy that carries out the following mission and duties, with the coordination of the Ministry of Information:

1. Mission:

Prevention, discovery, identification, and neutralization of activities regarding overthrow, spying, terrorism, creating discontent, infiltration of political movements, and creating disruptions in carrying out assignments in order to protect and guard the Military and the Ministry of Defense and their affiliated organizations through protecting the personnel, information, documents, evidence, placer, facilities, equipment, and security of communication., while observing Article 156 of the Constitution.

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2. Duties:

A. Obtaining and collection of news and production, analysis, and collaboration of information needed by the Military and the Ministry of Defense and their affiliated organizations.

B. Discovery and neutralizing of conspiracies and overthrow, spying, and terrorist activities.

C. Preparing security plans and instructions in the area of protecting news, information, documents, evidence, facilities, places, equipment, and personnel of the Military and the Ministry of Defense and their affiliated organizations and supervision over their implementation.

D. Training and guidance of the personnel of the Military and the Ministry of Defense and their affiliated organizations in the area of security and specialized training of the personnel of the Information Security Organization.

E. Reporting gathered civilian security information and news to the Ministry of Information.

F. Discovering and identifying political activities of personnel and the infiltration of political movements and organizations in the Military and the Ministry of Defense and their affiliated organizations.

G. Discovering and identifying instances of work slowdowns, disruptions, and violations in carrying out missions and reporting them to the related officials.

H. Informing the commanders in cases when it is necessary for carrying out their mission and is within their competence.

I. Examining the security qualifications of the personnel of the Military and the Ministry of Defense and their related organizations.

J. Conducting all affairs related to the carrying of hunting rifles, revolvers, and related ammunition throughout the Military and the Ministry of Defense and their related organizations.

K. Planning and carrying out technical operations regarding information security and controlling communications throughout the Military and the Ministry of Defense and their affiliated organizations.

Note 1. The head of the Information Security Organization shall be appointed from among individuals approved by the leader upon the decree of the head of the Joint Headquarters and carry out his duties directly under the leader. His dismissal also shall be upon the approval of the leader and the order of the head of the Joint Headquarters.

Note 2. The Military and the Ministry of Defense and their affiliated organizations are responsible to provide the needed personnel and logistical support within the framework of the charts of the related organization, which are approved by the General Command.

Note 3. The head of the Information Security Organization is responsible to inform the Prosecutor General and the General Commander of the Guard Corps immediately in regards to instances of overthrow as well as important terrorist acts.

Note 4. The Information Security Organization is responsible to report instances of ideological, political, and moral deviation of personnel about which it learns in the course of its assignments to the Ideological and Political Organization.

Article 17. The Supreme Defense Council as the supreme military advisor to the leader has the following the duties:

A. Proposing the declaration of war and peace to the General Command.

B. Proposing the declaration of general mobilization to the General Command.

C. Suggesting the appointment of the commanders of the three forces of the Military to the General Command.

D. Determining the weapons system of the country, the general policies for manufacturing and purchasing of weapons and supervision over them, and creating the necessary coordination between the Ministries of Defense and Guard Corps regarding foreign purchases and military industries.

E. Determining the instances and procedures for cooperation and creating necessary coordination between the Military, the Guard Corps, and the Law Enforcement Forces in military affairs.

F. Creation of coordination among the Armed Forces and the government and tight supervision over it.

G. Guiding and coordinating the military industrial research and study of the Ministries of Defense and Guard Corps, the Military, the Guard Corps, and their affiliated organizations with the study and research centers of the country.

Chapter II: General Requirement of Employment and Classification

Section 1: Definitions

Article 18. Employment in the Military consists of a person being accepted for service in one of the positions anticipated in this law.

Article 19. Positions in the Military and the Ministry of Defense and their affiliated organizations in terms of personnel who are appointed to them are divided into three groups.

1. Military positions, which:

Consist of all specific duties and authority anticipated in the charts of the organization for soldiers.

2. Employee positions, which:

Consist of all specific duties and authority anticipated in the charts of the organization for employees.

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3. Joint positions, which:

Consist of all the specific duties and authority anticipated in the charts of the organization under this title and are not exclusively for the Military or employees and can be allocated to both.

Note 1. Command positions in the Military are among Military positions.

Note 2. Other than command positions, the management of all levels in the Military and the Ministry of Defense and their affiliated organizations is among the joint positions.

Note 3. In joint positions, the requirements for securing the position must be determined in a manner that the most competent person, whether Military or employee, is appointed. Merely being classified as Military or an employee will not determine seniority of one person over another.

Article 20. Class consists of all the job fields that are closely related in terms of specialization or type of work or training.

Article 21. The personnel of the Military are those who have been accepted to service in accordance with the conditions and regulations cited in this law or the general military service law and consist of:

A. Permanent cadre

B. Conscripted

C. Contractual

Article 22. Permanent cadre is the name for the personnel that are employed in the Military for regular service and consist of:

1. Soldiers

2. Employees

3. Students

Article 23. Soldiers are personnel who after passing the necessary training receive one of the ranks anticipated in this law and utilize Military uniforms and insignia.

Article 24. Employees are personnel who have been hired on the basis of their educational degrees or experience and specialized skills and who, without utilizing ranks, insignias, and Military uniforms, receive one of the anticipated ranks in this law.

)25. Students are personnel who are hired for the purpose of service in the permanent cadre and prior to appointment to one of the positions cited in this law study in an educational institution at the expense of the Military or the Ministry of Defense or their affiliated organizations.

Article 26. Conscripted personnel are those who serve in accordance with the general military service law in one of the tracks: emergency, discretionary, or reserve.

Article 27. Contractual personnel are those who carry out contract service, either as Military or employees, in accordance with the regulations cited in this law.

Article 28. Service hired personnel are those who in accordance with the related regulations carry out specific services in accordance with a specific contract.

Section 2: General Conditions of Employment

Article 29. The general conditions of employment in the permanent and contractual cadre are as follows:

A. Belief in the religion of Islam.

B. Citizenship of the Islamic Republic of Iran.

C. Faith in the Islamic revolution and the regime of the Islamic Republic and readiness to self-sacrifice to achieve their goals.

D. Not being convicted of actions against the Islamic revolution or the regime of the Islamic Republic of Iran.

E. Not being banned from government service.

F. Not having a history of membership in or affiliation with illegal and heretical political parties or groups.

G. Not being a member or affiliated with political parties or groups.

H. Having the necessary educational qualifications or necessary expertise for the intended service.

I. Being at least 16 and at most 40 years of age.

J. Not being known for moral corruption, and not being addicted to narcotics.

K. Being psychologically and physically in suitable good health for the intended service.

Note 1. Continuation of service or returning to service of personnel shall depend on the above qualifications, with the exception of Paragraphs H and I.

Note 2. Religious minorities recognized by the Constitution who have been hired by the date of the ratification of this law are exempted from Paragraph A with regard to continuation of service.

Note 3. In the Joint Headquarters, the Ministry of Defense, and the Three Forces Committees comprised of the highest ideological-political, information security, and personnel officials of each organization committees will be formed for selecting personnel for employment. The Central Selection Committee will be comprised of the head of the Joint Headquarters, the minister of defense, an official of the Ideological and Political Organization, and an official of the Information Security Organization and supervise the work of the above-mentioned committees.

Article 30. The hiring of Military personnel for service in the permanent cadre shall be exclusively on the basis of one of the following degrees: junior high school or high

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school, an associate degree, a bachelor's degree, a masters degree, a doctorate, or a higher degree.

Article 31. Employees are hired in one of the following two forms.

A. Based on educational degrees: at elementary and junior high school, high school, or the level of associate degree, bachelor's degree, master's degree, doctorate, or higher.

B. Based on practical expertise and skills: with a minimum knowledge of reading and writing and a maximum of completion of high school.

Article 32. The Military may hire women only for treatment and health positions. The transfer of women must as much as possible depend on the service conditions of their husbands.

Article 33. The Military and the Ministry of Defense and their affiliated organizations may employ in contractual form volunteers who have at least an elementary school certificate with the commitment of five years military service or six years employee service in order to meet their organizational needs. Extension of the period and renewal of the contract are not permitted.

Note 1. The service of contract personnel is considered service during the period of need, and if they resign or are relieved of duties prior to the completion of their obligation, for whatever reason, they shall be treated in accordance with the general military service law.

Note 2. The Military and the Ministry of Defense and their affiliated organizations may hire personnel for service in times of need in a contractual form.

Article 34. In order to prevent personnel inflation in the Military and the Ministry of Defense and their affiliated organizations, in the organizational charts, jobs must be anticipated such as to ensure that service and contract personnel are used as much as possible.

Article 35. The Military and the Ministry of Defense and their affiliated organizations may if needed hire duty personnel who are in service in emergency cases and also contract personnel during their period of contract who have the necessary requirements for permanent cadre, and such volunteers shall be given priority in equal circumstances. Their training, ranking, and promotions shall be based on the regulations cited in this law.

Article 36. The history of service of duty and contract personnel of the permanent cadre shall be calculated in terms of the salary base and retirement years.

Article 37. Hiring the service of individuals, when necessary and for a limited period as determined by the employing organization, shall be based on bylaws that will be prepared by the Ministry of Defense with the coordination of the Joint Headquarters and the three forces and ratified by the Cabinet.

Faculty Hiring

Article 38. The Military and the Ministry of Defense and their affiliated organizations may, in order to provide professors and complete a faculty cadre of the educational institutes, hire and appoint to educational positions the personnel needed on the basis of the employment regulations of the faculty of universities and higher education institutions.

Note. The hiring of instructors for lower than university education and also the payment of instructional fees to professors and instructors on all levels shall be on the basis of bylaws that will be prepared by the Ministry of Defense and the cooperation of the Joint Headquarters and the Ideological and Political Organization and approved by the Cabinet.

Article 39. The hiring of personnel for the permanent cadre without organizational need and also the hiring or changing the status of personnel except in one of the forms cited in this law are strictly prohibited.

Section 3: Classification

Article 40. The military positions of the Military appropriate to the needs of forces and organizations are comprised of the following ranks. All classes and class insignias of each and also ranking insignias and the form of the uniforms of the military personnel shall be based on instructions to be prepared by the Joint Headquarters and approved by the Supreme Defense Council.

Article 41. The Ministry of Defense is responsible, through coordination of the Joint Headquarters, for classifying the jobs of the employees in Paragraph B of Article 31 of this law in terms of complexity into three groups—1, 2, and 3—and classifying the level of skill in carrying out the job in each group into three lines—1, 2, and 3. The Committee on the Evaluation of Technical Skills, which will be formed in the Ministry of Defense, the Joint Headquarters, or each one of the forces, as the case may be, shall evaluate at the beginning of employment the technical expertise and skill of such employees and shall determine their group and line.

Article 42. The Ministry of Defense and the Joint Headquarters, with the coordination of the forces, are responsible for studying and analyzing all the military jobs within a maximum period of one year within the framework of this law, determining the description of duties and qualifications for acquiring the position, and utilizing the appointments and promotions.

Note. The use of personnel in positions not related to their expertise is prohibited.

Article 43. The personnel of the Ministry of Defense and its affiliated organizations are also subject to the regulations of this law.

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Chapter III: Training and Promotion

Section 1: Training

Article 44. The training centers and courses of study of the permanent cadre of the military is as follows:

A. Military School

B. Specialized Course of Study

C. Supervisory Course of Study

D. Military Sciences College

E. Introductory Course of Study

F. Upper Division Course of Study

G. Military Training Course of Study

H. Command and Headquarters College

I. Strategic Sciences University

Note. Forces and organizations may, if necessary, with the coordination of the Joint Headquarters, in addition to the above training organize specialized review training courses for personnel.

Article 45. Military Schools.

Military schools are established for the purpose of the military and introductory specialized training of those who are hired with junior high school certificates, and the training course of study shall be at least one year. Every force, appropriate to its needs, shall take steps to establish in various units and regions, devise the related charter, and determine the subjects of instruction in such a way that its graduates can perform well in the capacity of Sergeant, Second Class; Sergeant, First Class; and Warrant Officer Junior Grade [WOJG]. The military and elementary training courses of these schools may be carried out separately in various educational schools of the Military.

Article 46. Specialized Courses of Study.

Specialized courses of study are held for the completion of the class and specialty of personnel between the ranks of WOJG and Chief Warrant Officer [CWO] for at least six months. Forces and organizations are responsible to take steps to offer these courses of study in such a way that all the personnel above the rank of WOJG can pass it on time. The charter and training schedule must be devised in such a manner that its graduates can perform in the positions of the ranks of CWO to First Lieutenant. Promotion of such personnel to the rank of CWO and Third Lieutenant shall depend on success during this period.

Article 47. Supervisory Courses of Study.

Supervisory courses of study for all personnel who have been hired with certificates below a high school diploma and have reached the rank of Third Lieutenant shall be held as needed in all units and organizations for at least three months. Promotion of such personnel to the ranks of Second Lieutenant and First Lieutenant shall depend on their success during this period.

Article 48. Forces and organizations may carry out supervisory and specialized courses of study consecutively in one course of study and may also carry out a part of this course of study in the form of training during service.

Article 49. Military Sciences College.

Each of the three forces will take steps to establish Military Science Colleges appropriate to their needs. The minimum period of training in these colleges is seven academic terms in two courses of study, as follows:

First Course of Study. This course of study includes three academic terms established for the training of those with high school diplomas who are hired through entrance competition.

Second Course of Study. This course of study shall comprise at least four academic terms held for the training of those who have been accepted through evaluation and entrance competition from among the graduates of the First Course of Study. These applicants immediately after the completion of the First Course of Study have the right to take part in the evaluation and entrance competition of the Second Course of study only once.

Note 1. The forces may establish the First Course of Study in various regions as needed.

Note 2. Personnel who have been hired with degrees lower than high school diploma and have succeeded in getting a high school diploma in the intervals between the ranks of Sergeant, First Class, and CWO and also employees who have the degree of completion of high school and are a maximum of 25 years of age may take part in the entrance competition of the first course of study, and under equal conditions, priority will be given to employed personnel.

Note 3. The charter concerning the subjects of training must be devised in such a way that by passing the next training courses, graduates of the First Course of Study can perform the duties of Third Lieutenant to Colonel, and the graduates of the Second Course of Study are ready to serve in the position of all ranks above Second Lieutenant.

Note 4. Forces may implement the two courses of study for pilot courses, naval ranks, and other necessary instances consecutively with at least seven academic terms.

Note 5. In case of necessity or emergency, forces may register those with associate degrees needed to take part in the entrance competition of the Second Course of Study, as needed.

Note 6. Those accepted in the Second Course of Study will continue training without military rank.

Article 50. Introductory Course.

Introductory courses, as needed, are held for the purpose of introductory training of the needed classes, for graduates of the First and Second Courses of Study of the Military Sciences Colleges and prior to dispatch to units for at least six months in the forces.

Article 51. Upper Division Course.

Upper division courses are held in the ranks of First Lieutenant and Captain for at least six months for all personnel who have graduated from the introductory

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course and personnel who are recognized as graduates of this course and for whom at least four months have passed since their previous training. Promotion to the rank of Major for this type of personnel depends on the completion of this course.

Article 52. Military Training Course.

Military training courses are held for those who are hired from among the graduates of higher education institutes and universities with associate and higher degrees to serve in the needed classes as Military personnel in the permanent cadre at least three months prior to promotion to the rank.

Note. The cost of education for those personnel above the level of a diploma shall be calculated on the basis of related bylaws and paid to them.

Article 53. Command and Headquarters College.

This college is formed for the training of graduates of the Second Course of Study of the Military Colleges who have passed the upper division course, those with bachelors and higher degrees needed of whose previous training at least three years have passed in the ranks of Major and Lieutenant Colonel, and also employees who have bachelors and higher degrees needed by the Military. This course is at least nine months in length. Qualified personnel have the right to take part in the evaluation and entry competition of this college three times. The related charter and subject of training must be devised in a way that its graduates will have the ability to design, command, and perform in the high military management ranks. The graduates of the Command and Headquarters College will receive one year seniority.

Article 54. Strategic Sciences University.

This course in this university for training, study, and research in the area of general military policy and the policy of the country in defensive affairs is one year. Graduates of the Command and Headquarters College and those with masters and doctorate degrees needed by the Military in the ranks of Colonel and Second Brigadier General, as well as employees with masters and higher degrees have the right to take part three times in the evaluation and entrance competition of this university.

National officials who are not in the Military but in some way have responsibility in defense issues and also high ranking commanders and managers of the Guard Corps and the Law Enforcement Forces may take the course in this university, upon introduction by the Supreme Defense Council.

The Joint Headquarters is responsible for establishing this university and preparing the charter and subjects and for ratification by the Supreme Defense Council.

Article 55. The length of each course and the training centers in each force and organization will be determined with consideration for the minimum cited in this law on the basis of the training content needed in the related charters, which will be prepared by the forces and organizations under the supervision of the Joint Headquarters and ratified by the Supreme Defense Council.

Article 56. Personnel that are sent to each of the centers and training courses anticipated in this law must have the possibility and opportunity to continue service and provide an appropriate return during the period of study and benefit from the quality and importance of the training period for at least two years for each year of the period of study after its completion. This period will be determined in the training bylaws.

Article 57. All employees, including permanent and contract cadre, must pass at the beginning of their service a one-month introductory military training course and [demonstrate] familiarity with the laws, regulations, bylaws, and their service situation in the Military.

Article 58. Military training must be planned and implemented in a manner that will meet the needs of the related organization in the best possible manner and promote the Military towards self-sufficiency. In peace time as well, the personnel must be capable of carrying out the duties cited in Article 147 of the Constitution.

Article 59. Contract personnel who serve in the Military and also the duty personnel shall take the introductory military training and specialized courses at the start of service. The Joint Headquarters is responsible for making the best use of the contract and duty personnel and preparing the training program of each of the above-mentioned courses of study, with the cooperation of the forces and ratified by the Supreme Defense Council.

Article 60. Each of the training courses in common between two or several forces and organizations will, as much as possible, be established by one of the forces or organizations, and the personnel of other forces and organizations will also be trained in it.

Article 61. During war time, if necessary, the time for the training mentioned in this law may be reduced, on the suggestion of forces and organizations and the coordination of the Joint Headquarters and the approval of the Supreme Defense Council, provided the quality of the training is maintained.

Article 62. The Military is responsible to provide the resources for literacy education for duty personnel, with the cooperation of the literacy movement.

Section 2: Promotions

Article 63. Promotions move a rank higher, in accordance with the regulations of this law.

Note. Promotions and the method of their implementation shall be in accordance with bylaws that will be prepared by the Joint Headquarters and their implementation shall be with the approval of the General Command.

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Article 64. The hierarchy of ranks of Ground [Army] and Air Force Military personnel and their equivalents in the Navy are as follows:

1. Private	Recruit
2. Private, Second Class	Recruit, Second Class
3. Private, First Class	Apprentice Seaman
4. Corporal	Seaman
5. Sergeant, Third Class	Petty Officer, Fourth Class [? Mahnavi Sevvom]
6. Sergeant, Second Class	Petty Officer, Third Class
7. Sergeant, First Class	Petty Officer, Second Class
8. WOJG	Petty Officer, First Class
9. CWO	Chief Petty Officer
10. Third Lieutenant	Commissioned Warrant Officer
11. Second Lieutenant	Ensign
12. First Lieutenant	Lieutenant, Junior Grade
13. Captain	Lieutenant
14. Major	Lieutenant Commander
15. Lieutenant Colonel	Commander
16. Colonel	Captain
17. Second Brigadier General	Rear Admiral, Second Class
18. Brigadier General	Rear Admiral
19. Major General	Vice Admiral
20. Lieutenant General	Admiral

Note. In all instances in this law where mention is made of the ranks of the Ground and Air Forces, in the case of the personnel of the Navy, their equivalent ranks are intended.

Article 65. Graduates of military schools will receive the rank of Sergeant, Second Class, and their minimum stay in all the ranks up to Third Lieutenant is four years and afterwards, five years.

Note. The period of stay in the rank of Third Lieutenant and above of personnel who have high school diplomas, after presenting their high school diploma, shall be at least four years.

Article 66. Graduates of the First Course of Study of the Military Sciences College will receive the rank of Third Lieutenant, and their minimum stay in all future ranks will be four years, to the ultimate rank of Colonel.

Note. In exceptional cases, as determined by the Supreme Defense Council and if approved by the General Command, the rank of Second Brigadier General will be four years.

Article 67. Graduates of the Second Course of Study of the Military Sciences College will receive the rank of Second Lieutenant, and their minimum stay in all ranks up to the rank of Second Brigadier General will be four years.

Note. In the case of individuals who have achieved the rank of Brigadier General and have completed the Command and Headquarters College or have the required masters or higher degree and have been accepted by the Military, promotion to the ranks of Brigadier General, Major General, and Lieutenant General shall be on the basis of need, upon the recommendation of the Supreme Defense Council and the approval of the General Command.

Article 68. If in the charter the length of each one of the courses of study and the training centers at the start of service, according to the needs of the related force or organization, is determined to be more than the minimum time set for similar courses throughout the Military, the personnel in training, after the passage of the minimum period, shall receive the salary and other rank privileges that they will receive after completion of the course. The use of the rank shall depend on the completion of the training course.

Article 69. The situation of the promotion of Military personnel who are graduates of higher education schools and institutions and universities after being hired and during the military training period shall be as follows, as the case may be:

A. Those with associate degrees will receive the rank of Third Lieutenant, and their future promotions will be subject to the regulations of Article 66 of this law.

B. Those with bachelors degrees shall receive the rank of Second Lieutenant, and their future promotions will be subject to the regulations of Article 67 of this law.

C. Those with higher degrees shall receive two years seniority for every year after the bachelors degree or its equivalent above those who have a bachelors degree, and for every four years seniority, they shall receive one higher rank, and their future promotions shall be subject to the regulations of Article 67 of this law.

Article 70. Personnel who succeed in receiving and presenting the associate degrees and above needed and accepted by the Military shall be treated as follows:

A. If at the time of the presentation of the degree their rank is lower than the entry ranks for the presented degree, they shall receive the entry rank of the new degree, in accordance with the regulations of Article 69 of this law.

B. If at the time of the presentation of the degree their rank is higher than the entry rank for the presented degree, their future promotions shall be only based on their new degree, subject to the regulations of Article 69 of this law.

Article 71. The contract personnel, after the completion of the necessary training course, will receive the following ranks:

A. Those with elementary school certificates will receive the rank of Sergeant, Third Class, or Rank 2.

B. Those with junior high school diplomas will receive the rank of Sergeant, Second Class, or Rank 5.

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C. Those with high school diplomas will receive the rank of Sergeant, First Class, or Rank 7.

D. Those with associate degrees will receive the rank of Third Lieutenant, or Rank 10.

E. Those with bachelors degrees will receive the rank of Second Lieutenant, or Rank 11.

F. Those with higher degrees will receive two years seniority over those with bachelors degrees and for four years of seniority, will receive one rank higher.

Note. If the contract personnel who are hired in the permanent cadre in accordance with the regulations in this law have not completed the necessary training of the permanent cadre, they must complete it, and if their ranks after the above-mentioned training is equivalent to their contract rank, their period of contract service will be calculated as a part of their promotion history in that rank.

Article 72. Duty personnel in terms of receiving ranks are subject to the regulations of the general military service law.

Article 73. The first rank of employees cited in Paragraph A of Article 31 of this law at the start of hiring with fifth-grade elementary school is 2; with the completion of junior high school, 5; with the completion of high school, 9; and with degrees above a diploma, for every two years above diploma, it is a rank higher than 9.

Note 1. If the number of the years of study above the diploma level is an odd number, they will receive two years of seniority for the last year of education.

Note 2. The rank of employees cited in this article who during their service present a higher educational degree than the degree presented at the beginning of employment, if at the time of the presentation of the new degree, their service rank is lower than the entry rank of the presented degree, will change to the entry rank of the new degree and they shall receive the benefits assigned for it during the length of service. If at the time of the presentation of the degree, their rank is higher than the entry rank of the presented degree, their future promotion shall be on the basis of the new degree.

Article 74. The first rank of the employees cited in Paragraph B of Article 31 of this law who are hired with a skill in one of the Lines, 1 to 3, for certain jobs that in terms of complexity and difficulty are in one of the groups, 1 to 3, shall be as follows:

A. Line 1 of Group 1, Rank 1.

B. Line 2 of Group 1 and Line 1 of Group 2, Rank 3.

C. Line 3 of Group 1 and Line 2 of Group 2 and Line 1 of Group 3, Rank 5.

D. Line 3 of Group 2 and Line 2 of Group 3, Rank 7.

E. Line 3 of Group 3, Rank 9.

Note 1. Employees cited in Paragraph A of this article with an elementary school certificate receive one year seniority, and all employees cited in this article who have completed junior high school receive four years of seniority, and if they have high school diplomas, they shall receive six years of seniority. If in the course of service they succeed in acquiring and presenting these degrees and at least five years remain until the completion of their service, from the date of the presentation of the degree, they shall receive the related seniority.

Note 2. If during their service employees cited in this law succeed in serving in a job higher than their group, upon the approval of the Article 41 Committee of this law, in one of the three skill lines, if the organization needs them, they shall be transferred to the above-mentioned job group, and if the entry rank of the new skill line and job group is higher than their rank at the time of appointment in the new position, from the time of their appointment, their rank will be changed to the above-mentioned entry rank, and they shall receive the related benefits during their period of service.

Article 75. The number of ranks for employees cited in Articles 73 and 74 of this law is 20, and the above-mentioned employees shall be promoted one rank [at a time], provided they have the competence and efficiency.

Article 76. Employees who complete the training courses in the Military or the Ministry of Defense will receive for every year of training two years of seniority and for every two years of training, a higher rank.

Article 77. The Joint Headquarters and the Ministry of Defense are responsible for announcing every year the specialized and educational needs of the Military and the Ministry of Defense in order for the personnel to study in those fields, if they so wish.

Article 78. The promotion of personnel, provided the regulations of this law are observed, shall depend on the approval of the following officials:

A. Military personnel up to the rank of Second Lieutenant and all employees in the forces,[2] the Commander of the related force. In the Ministry of Defense and the Joint Headquqrters, the minister of defense and the head of the Joint Headquarters.

B. From the ranks of First Lieutenant and higher, the General Command.

Article 79. The status of the personnel in all the stages of service in terms of ideology is examined by the Ideological and Political Organization, in terms of security by the Information Security Organization, and in terms of efficiency by the Evaluation Committee in order to be used in promotion and appointments.

Note. The Ministry of Defense and the Joint Headquarters shall prepare the implemental bylaws for the assignments in this article in the area of evaluation and efficiency, the

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Ideological and Political Organization in the area of ideological competence, and the Information Security Organization in the area of security qualifications and approved by the Supreme Defense Council.

Article 80. For promotion, not only should personnel possess the qualifications cited in this law and related regulations, but they must be appointed before or simultaneous with their promotion to the higher organizational position.

Note 1. The Ministry of Defense and the Joint Headquarters with the coordination of the three forces are responsible for making the necessary projections, as much as possible, in the areas of employment, training, and circulation of organizational positions to ensure that personnel are not deprived of promotion because of unavailability of organizational positions.

Note 2. The promotion status of appointed personnel and also those assigned to war zones shall be on the basis of instructions that will be prepared by the Joint Headquarters with the coordination of the forces and approved by the Supreme Defense Council.

Note 3. The creation or increase of organizational positions for the purpose of promoting personnel is prohibited.

Article 81. The Joint Headquarters with the coordination of the three forces is responsible for studying the organizational positions of the Military within a maximum period of one year after the ratification of this law; for determining the Military, employee, or joint appointment requirement of the job; and for determining appropriate ranks for each organizational position. The Ministry of Defense is also responsible for taking steps in regards to its organizational positions, with the coordination of the Administrative and Employment Affairs Organization, in regards to this revision.

Note 82. The number and composition of the manpower of the Military and also the ratio of their ranks are specified on the basis of policy, strategy, and threats, according to the charts of the organization and the ratified equipment, and at the ratio that is determined by the Joint Headquarters, and, after the verification of the Supreme Defense Council, are approved by the General Command.

Article 83. All personnel must complete the period of time in a related rank in accordance with the rules and regulations in this law in order to be promoted to a higher rank and, except in regards to appointed personnel, at least half of it must be in the last rank in the organizational position.

Article 84. Giving seniority to personnel who have demonstrated discipline, bravery beyond the call of duty, self-sacrifice, hard work, initiative, and creativity shall not be subject to the general requirements for promotions and shall be upon the suggestion of commanders or related officials and the approval of officials explicitly cited in Article 78 of this law.

Article 85. In exceptional cases, in order to meet the needs of the organizations and preserve a balance in the hierarchy in sensitive positions, Military personnel may, upon the suggestion of the related commander and approval of the General Command, be promoted two ranks, temporarily.

Note 1. The personnel who achieve temporary ranks shall receive the salary of that rank during the entire period that they have the right to use the rank.

Note 2. Promotion of such personnel in terms of permanent rank shall be subject to the regulations of this law, and promotion to a higher permanent rank is possible after at least one year in that rank.

Note 3. If the needs of the organization are met or inefficiency or incompetence is observed, the temporary rank will be withdrawn.

Note 4. If those subject to this article are retired, disabled, or die while in the temporary rank, the title and benefits of the temporary rank shall be removed and the basis for calculating their retirement, duty, or regular pay shall be the salary of the permanent rank, except in the case of martyred and self-sacrificing personnel, whose temporary rank shall be the basis for calculating their regular and duty pay.

Article 86. The status of the promotion of those who are prosecuted shall be as follows:

A. If they are prosecuted by the judicial authorities or are arrested on a warrant issued by proper authorities, their promotion will be suspended from the date of arrest, provided the date of arrest precedes the date of qualification for promotion.

B. If the case results in the issuance of a final ruling of acquittal or halt of prosecution, the promotion of the personnel from the date of qualification is permitted.

C. If convicted, the period that they have in actuality been out of service due to the implementation of the punishment will be added to the minimum period of stay in a rank.

D. Convictions that are subject to pardon, conditional release, suspension of sentence, delay in the implementation of the ruling, incarceration, or service will have no effect on promotion.

Article 87. The period of stay in one rank for personnel who are punished by demotion in rank immediately after the period of punishment ends will be the same period of time that they had prior to the reprimand.

Chapter IV: The Status of Personnel in Terms of Service

Article 88. The status of the personnel subject to this law in terms of service shall be as follows, as the case may be:

A. Trial service.

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B. Training service.

C. Ready to serve.

D. Assigned.

E. Assigned to serve.

F. On leave.

G. Absent without leave.

H. Deserter.

I. Detained.

J. Suspended.

K. Relieved of duty.

L. Affiliated.

Article 89. "Trial service" is the service status of employees who have been accepted in accordance with the related regulations and for the purpose of evaluation of necessary competence pass a trial period from six months to two years.

Article 90. "Training service" is the service status of personnel who receive training without having an organizational job in one of the training institutes or centers at the expense of the Military or the Ministry of Defense or their affiliated organizations.

Note. Except in the case of training without being hired, if the period of training is less than six months, the personnel shall complete the course as assignment while retaining their organizational position, and if the period of training is more than six months, the personnel shall have the status of Affiliated during the period of training.

Article 91. "Ready to serve" is the status of those personnel who in accordance with the related regulations are appointed to one of the organizational positions and in practice serve in that position.

Article 92. "Assigned" is the status of personnel who for a period of less than one year are placed in a job of the organization other than their own organizational job, or in a job for which no position has been anticipated in the organization, or is sent to other forces and organizations for that period.

Note 1. In regards to jobs for which no position has anticipated in the organization's charts, the related force or the organization is responsible for clarifying the situation within a maximum period of one year as to whether the position should be eliminated or included in the charts of the organization.

Note 2. Assignments and transfer of personnel to another force or organization shall be done with the coordination of both related forces or organizations and the approval of the Joint Headquarters.

Note 3. Forces and organizations are responsible for presenting their surplus personnel to the Joint Headquarters so that by transferring or assigning them to other forces and organizations, the utmost use of the personnel is made and organizational needs are met.

Article 93. "Assigned to serve" is the status of personnel who are assigned to other ministries, government institutions and organizations, or those affiliated with the government.

Note. Personnel being assigned to serve is dependent on the approval of the officials cited in Article 78 of this law and writing the procedures in a general order.

Article 94. "On leave" is the status of those personnel who in accordance with regulations are making use of the following leaves:

A. Merit leave. Personnel of the permanent, duty, and contract cadre have the right to one month annual leave, with salary and benefits. The period of leave in bad climate regions is 45 days.

Note. The personnel in the training courses, in accordance with the regulations cited in the charters of the related schools, are entitled to academic leave.

B. Sick leave. Personnel who are unable to serve due to illness, as prescribed by the physician in charge, in addition to the merit leave may use this leave for a maximum period of four months. Female personnel in terms of maternity leave are subject to the national employment law.

C. Emergency leave. Personnel who have not earned merit leave but require emergency leave may use the merit leave of the subsequent years.

D. Leave without pay. Under particular and emergency circumstances, the personnel may make use of leave without pay for a maximum period of three years totally in the course of service. This period in terms of salary, promotion, and retirement will not be calculated as a part of their service years.

E. Incentive leave. On the basis of competence, personnel may earn a maximum of 30 days incentive leave in the year.

Note 1. The arrangement for use of above-mentioned leaves, determining the bad climate regions cited in Paragraph A of this law and the limits and authority of the commanders and directors in giving leaves shall be on the basis of bylaws that will be prepared by the Joint Headquarters with the coordination of the Ministry of Defense, the three forces, and the Administrative and Employment Affairs Organization, and ratified by the Supreme Defense Council.

Note 2. Under conditions of war and general mobilization and at times when it is necessary, granting leaves and their time shall not be subject to the general conditions of this article and will be specified in bylaws that will be prepared by the Joint Headquarters and ratified by the Supreme Defense Council.

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Article 95. "Absent without leave" is the status of personnel who are not present at the place of service against regulations.

Article 96. "Deserter" is the status of personnel whose absence during peace time exceeds 15 days and during war time five days. The pay and benefits of such personnel will stop from the date of absence. Deserters, after reporting to work or being arrested, shall immediately resume service and their desertion charges will be investigated in accordance with penal regulations. The service status of the permanent cadre personnel who have deserted service shall be as follows:

A. If a ruling of acquittal is issued with a halt to prosecution or detainment, the period of absence and desertion will be changed to related [service].

B. If convicted of a punishment that does not require dismissal from service, the period of absence and desertion will not be calculated in the service.

C. If sentenced to a punishment that requires dismissal from service, from the date of the final ruling, the deserter will be relieved of duty.

Note. Whenever the period of desertion of the permanent cadre personnel amounts to six months, he or she will be dismissed from the beginning date of the absence and afterwards will be tried in accordance with related penal regulations. Only in case of issuance of acquittal or halt of prosecution will the dismissal order be revoked. If the trial is carried out in absentia, the deserter may upon his return protest the issued ruling, and if acquitted or if prosecution is halted in the reexamination, the dismissal order will also be revoked.

Article 97. "Detained" is the status of personnel who spend time in detainment in accordance with orders issued by proper judicial authorities until the final ruling or in accordance with disciplinary regulations is in detainment center or under guard in the place of service.

Article 98. "Suspended" is the status of personnel who in accordance with related regulations have been temporarily relieved of duty for disciplinary violations.

Note. The period of suspension from service shall not be included for promotion and will only be calculated for retirement. Retirement deductions during this period shall be made on the basis of the last salary prior to suspension and deposited in the Retirement Fund.

Article 99. "Relieved of duty" is the status of personnel who have been relieved of duty temporarily for one of the following reasons:

A. Arrest as the result of warrants issued by proper judicial authorities.

B. Incarceration due to rulings issued by proper courts.

C. Incarceration due to failure to pay the amount of judgment or debt, with the issuance of an order.

D. Being "relieved of duty" due to disciplinary violations.

E. Being required to stay or prohibited from staying in a certain place.

Note 1. If in the place of residence of the personnel subject to Paragraph E there is a barracks or Military organization, the Military may, if needed, call them to service on that location instead of their being relieved of duty.

Note 2. The period of dismissal will not be included in the days of service for promotion purposes and will only be calculated for retirement purposes.

Retirement deductions for this period shall be deposited into the Retirement Fund on the basis of the last salary prior to dismissal.

Note 3. Convictions that result in pardon; conditional release; suspension of sentence; or a delay in the implementation of the ruling, incarceration, or service shall not cause being relieved of duty.

Article 100. "Affiliated" is the status of personnel who in one of the following situations are separated from their service unit and placed at the adjutant of a related force or organization or an adjutant of the Joint Headquarters and all their personnel operations during the period of affiliation shall be the responsibility of the related adjutants. The period of affiliation will be included in the period of service, except for missing personnel, depending on the determination of their status.

A. Personnel who are unassigned temporarily due to the elimination of dissolution of an organization, in this case the related force or organization is responsible to clarify the job situation of such personnel within a maximum period of three months.

B. Regarding personnel who have been captured by foreign enemies or are taken hostage by counterrevolutionaries, outlaws, or armed robbers, or smugglers, for their entire period of captivity or being hostage and a maximum of six months after being freed, the related force or organization is responsible to clarify the status of such personnel.

C. Missing personnel who have disappeared in battle against foreign enemy or confrontation with counterrevolutionaries, outlaws, armed robbers, or smugglers and whose situation is unclear, until their status is determined.

D. Personnel who are hospitalized for more than four months, for a maximum period of one year.

E. The period of dismissal of personnel subject to Paragraph A of Article 99 of this law, if a ruling of acquittal is issued or prosecution halts or a warrant is revoked.

Note. Assigned personnel or personnel assigned to service for more than six months and also students who in the course of service are sent to training courses for more than six months are regarded as affiliated.

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Chapter V: Disciplinary Personnel, Commendations, Punishments, and Procedures in the Investigation of Complaints

Article 101. Personnel of the Military and the Ministry of Defense and their affiliated organizations in term of discipline shall be subject to bylaws which establish the disciplinary duties of the personnel, the level of disciplinary commendations and punishments, and the limits of the authority of the commanders and those in charge in the area of their actions within the regulations of this law. The above-mentioned disciplinary bylaws shall be prepared by the Joint Headquarters with the cooperation and coordination of the Ministry of Defense, the three forces, and the Ideological and Political Organization and if approved by the leader they will be implemented.

Article 102. Personnel receive commendations according to their competence, as follows:

A. Oral commendation.

B. Written commendation.

C. Commendation in the unit order.

D. Commendation in the force or organization order.

E. Commendation in the general Military order.

F. Commendation with leave for a maximum of 30 days per year.

G. Rewards and prizes.

H. Granting medals.

I. Elimination of punishment.

J. Seniority.

Note. Grading of commendation rank will be carried out through seniority at a level that will result in promotion to a higher rank.

Article 103. Punishments that are implemented as a result of violations by personnel are as follows:

A. Oral reprimand.

B. Written reprimand.

C. Reprimand in unit order.

D. Reprimand in order of force or organization.

E. Reprimand in the general Military order.

F. Twenty-four-hour service in the section for a maximum of 30 days.

G. Nonextendable detainment in the Detainment Center for a maximum of 30 days.

H. Deduction of salary at the level of one-fifth for a maximum of four months.

I. Suspension from service for a maximum of six months.

J. Dismissal for a maximum of three months.

K. Denial of promotion for a limited period and a maximum of two years in peace time and four years in war time.

L. Demotion in rank for a limited period of time or permanently.

M. Exemption from service.

N. Dismissal from service.

Note 1. Implementation of the punishments cited in Paragraphs G and H of this article shall be due to conferring authority by the General Command (the leader) to the commanders.

Note 2. If the demotion in rank is implemented for a limited period of time, after the above period ends, the punished personnel will continue service at the rank prior to the punishment and their future promotions shall be on the basis of that rank. If the demotion of rank is permanent, the personnel punished, after the end of the minimum amount of time in the rank to which he has been demoted, will receive a higher rank with calculating the years of service prior to the demotion in rank and their future promotions shall be in accordance with the regulations in this law.

Article 104. Investigation of the violations of the personnel whose related force commander has proposed denial of promotion, demotion in rank, exemption from service, or dismissal from service and also examining the complaints of the personnel from higher ranks in service affairs shall be carried out in a committee comprised of the following members.

A. The personnel deputy commander of the related force or his representative.

B. The head of inspection of the related force or his representative.

C. The head of the Ideological and Political Organization of the related force or his representative.

D. The head of the Information Security Organization of the related force or his representative.

E. A representative of the Judicial Organization of the Armed Forces.

Note 1. If the complaint against the violator is the Ministry of Defense or the Joint Headquarters, officials of the equal rank from the Ministry of Defense or the Joint Headquarters will form the committee and the suggestion for the above-mentioned punishments will also be presented to the committee by the minister of defense or the head of the Joint Headquarters.

Note 2. The examining committee may invite persons that it finds necessary for expression of opinion, but the right to vote belongs exclusively to the original members of the committee.

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Note 3. To allow the violator to hear his defense in the examination session is mandatory, but if he fails to appear before the committee twice without a justifiable cause, he shall forfeit this right.

Note 4. A minimum of one week prior to the session of examination, the subject of violation, related evidence, and a summary of the case and the history of the violator will be announced in writing to the members of the committee as well as the violator.

Note 5. The complaint of the personnel concerning the higher ranks shall only be examined in this committee of they are reported earlier by the above-mentioned personnel to the commander of higher rank and the commander of the related force and in case of the personnel of the Ministry of Defense and the Joint Headquarters to the minister of defense or the head of the Joint Headquarters.

Note 6. The decisions of the committee will be made according to a majority vote, and except in cases of exemption or dismissal from service and complaint against the commanders of forces, the head of the Joint Headquarters and the minister of defense, after being written in the general order/command/decree can be implemented. In these cases, too, if within a period of one month after the notification of the decisions to the person involved is not protested, after writing/inclusion in the general order/command/decree, they can be implemented. If a protest is submitted, the issue shall be examined in the committee cited in Article 105 of this law and the ruling of the above-mentioned committee can be implemented after writing/inclusion in the general command/order/decree. The person involved may file a complaint about the rulings of each of the two committees to the proper judicial authorities.

Note 7. Examination of violations related to war, for whose perpetrators the above-mentioned punishments have been suggested, shall be the duty of the Military courts, which will be formed for the purpose of examining the crimes and violations of the personnel in needed regions.

Note 8. Implementation of the punishments cited in this article by the General Command shall not be subject to the above-mentioned procedures.

Article 105. The Review/Appeal Committee shall be formed of the following members:

A. The head of the Joint Headquarters.

B. The minister of defense.

C. The commanders of the Army, Air Force, and Navy.

D. The head of the Ideological and Political Organization.

E. The head of the Information Security Organization.

F. The head of the Judicial Organization of the Armed Forces.

Note 1. The personnel who protest the decisions of the Examining Committee cited in Article 104 must submit their written protest within a period of one month from the date of the notification of the decisions of the committee to the Administrative Office of the Joint Headquarters of send it by registered mail.

Note 2. The procedure for the formation and examination of the Examining Committee and the Appeal/Review Committee shall be on the basis of bylaws that will be prepared by the Joint Headquarters with the coordination of the Ministry of Defense and the cooperation of the three forces and approved by the Supreme Defense Council.

Chapter VI: Termination of Service

Article 106. The service of personnel in the Military and the Ministry of Defense and their affiliated organizations shall terminate in one of the following forms.

A. Martyrdom

B. Becoming a self-sacrificer

C. Retirement

D. Buying back

E. Transfer

F. Disability

G. Death

H. Resignation

I. Exemption from service

J. Dismissal

Article 107. Personnel shall be considered martyrs in the following instances.

A. Killed or dying on the battlefield as a result of assignment.

B. Killed or dying in any combat or war assignment in the course of proceeding toward or returning from an assignment.

C. Killed or dying in captivity by the enemy, counterrevolutionaries, outlaws, armed robbers, or smugglers.

D. Killed in any sort of enemy ground, air, or sea attack.

E. Killed or dying in proceeding toward or returning from an operational zone to a place of leave.

F. Killed by outlaws, armed robbers, and smuggling on assignment.

G. Killed by counterrevolutionaries or as a result of terrorist actions of enemy elements.

H. Killed in any sort of combat training or maneuver.

I. Killed in the course of testing and research in the area of weapons, ammunition, war equipment, and neutralizing explosives or flammable materials on assignment.

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J. Killed by assassination as a result of service, whether or not it is in the line of duty.

K. Death as a result of wounds, injury, or illness resulting from the instances cited in the above paragraph provided death is a result of those injuries.

Note. By assignment as cited in this article is meant all duties that are conferred under the same title to the personnel, both individuals and collectively, by the related unit.

Article 108. The personnel who lose one or several limbs forever or are hospitalized for more than one year for treatment or due to ill health loses part or some of his work capability and does not recover his capabilities within one year, provided this situation is caused in one of the instances cited in the above article, shall be considered a self-sacrificer and in other instances disabled.

Self-sacrificers and disabled in terms of service shall be subject to one of the following paragraphs.

A. Personnel whose limb or limbs suffer damage or whose level of productivity loss is minor and who can continue service without difficulty shall continue to serve.

B. Personnel whose limb or limbs suffer damage or whose level of productivity loss makes continuation of service difficult for them but who are personally willing to continue service will be allowed to serve and if not wishing to do so will retire.

C. Personnel whose limb or limbs suffer damage or whose level of productivity loss is such that they are unable to continue service and those personnel who have been hospitalized for more than a year will be retired.

Note 1. Determination of the conformity of the status of the personnel subject to this article and its paragraph in medical terms shall be the responsibility of the Supreme Medical Committee.

Note 2. The personnel who on the basis of this article are retired, if they regain their health within a maximum of five years after retirement so that on the determination of the Supreme Medical Committee they can return to work, if they meet the requirements to return to service, upon personal inclination and the approval of the officials cited in Article 78 of this law will return to service at the rank prior to their retirement.

Article 109. Self-sacrificers shall receive from one month to four years seniority, depending on the injuries received.

Note 1. The classification of injury to self-sacrificers and their earned seniority shall be on the basis of bylaws that will be prepared by the Joint Headquarters, with consideration for similar bylaws in the Shahid Foundation and approved by the General Command.

Note 2. Determination of being a self-sacrificer of the personnel in terms of the conformity of their status with the instances cited in Article 107 of this law and also determining the level of earned seniority of each of the self-sacrificers shall be the responsibility of the committee cited in Article 120 of this law.

Note 3. The job benefits of the self-sacrificers in Paragraph B of the above article who continue service, besides the jobs that are conferred on them, shall be the equivalent of their job benefits when they became self-sacrificers.

Article 110. The personnel subject to this law will be retired with 30 years of service or 60 years of age.

Note 1. Under exceptional circumstances, the need of the Military and the willingness of the personnel, if the committee cited in Article 105 of this law approves, their retirement will be postponed for a limited amount of time.

Note 2. The personnel who have at least 25 years of service may personally request retirement. The acceptance of denial of their requests shall be due to the opinion of the related force or organization and merely by requesting retirement, it will not eliminate their responsibilities.

Note 3. Should personnel retire during the course of the implementation of a demotion in rank, they will be retired at the disciplinary rank.

Note 4. Approval of retirement on the basis of the regulations of this law shall be the responsibility of the officials cited in Article 78 of this law.

Article 111. The Military and Ministry of Defense and their affiliated organizations in exceptional instances may, if needed, return the retired personnel who are competent to return to service and whose age does not exceed 65 years, upon their personal willingness and the approval of the committee cited in Article 105 of this law at the rank and service history prior to retirement for a limited period of time.

Note 1. Request for retirement again prior to the expiration of the above-mentioned period is prohibited. But the organization can once again retire them prior to the completion of the above-mentioned period.

Note 2. The personnel who return to service, their retirement salary will be severed from the date of their return and they shall receive the salary and job benefits of their rank and in terms of all employment affairs shall be treated as other employees. The new period of service of such personnel shall be added to their pervious service years and will cause a revision in their retirement salary.

Article 112. The Military and the Ministry of Defense and their affiliated organizations may make use of the retired personnel subject to this law and other government retirees while retaining their retirement status and salary in the form of hiring of services.

Note. The implemental bylaws of this article shall be prepared by the Ministry of Defense with the coordination of the Joint Headquarters and the National Administrative and Employment Affairs Organization.

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Article 113. Retired Military personnel may not use the special Military uniform, except in special cases when the use of the Military uniform is announced by the Military.

Article 114. The personnel after completion of service at the level of at least twice the period of the last training, after the completion of that period, if they have at least served five years more than the total number of years they have studied at the expense of the Military may request to buy back. The approval of this request, with coordination of the related force or organization, shall be the responsibility of the officials cited in Article 78 of this law.

Note. During war time and under critical circumstances and conditions that the occurrence of war is possible, approval of the request for buy back is the responsibility of the Supreme Defense Council.

Article 115. To the personnel whose service history is bought back, for every year calculated in retirement terms, the equivalent of one and a half times the salary and benefits shall be paid.

Note. If the personnel buy back in the course of the implementation of punishment of permanent demotion in rank, they shall be bought back at the disciplinary rank.

Article 116. The Military may, if needed, return the personnel who have bought back who are competent to return to service and from the date of their dismissal no more than five years has passed upon their personal request and the approval of the officials cited in Article 78 of this law.

Article 117. Upon the request of one of the ministries or government establishments or those affiliated with the government or the Islamic revolution institutions, personnel can be transferred upon personal request with the coordination of the related force or organization upon the approval of the officials cited in Article 78 of this law.

Note 1. During the war and critical conditions and when there is the likelihood of the occurrence of war, the transfer of personnel is possible upon the approval of the Supreme Defense Council and under the above-mentioned conditions, if the General Command so orders, the personnel transferred to other organizations will be returned.

Note 2. The Office of Retirement and Insurance of the Military is responsible to deposit the transferred retirement insurance premium deductions (including the government and personnel share) to the related organization.

Note 3. The personnel who have been transferred from the Military, if they have the necessary productivity and competence to return to service may return with the same previous rank and service history prior to the transfer upon the approval of the officials cited in Article 78 of this law.

Article 118. The personnel who contract one of the diseases for which the law has anticipated particular conditions for employees who contract those diseases, such as tuberculosis and cancer, shall benefit from the facilities of those laws.

Article 119. The instances of death while in the line of duty or due to it are as follows:

A. Death at the place of service and also while proceeding to or returning from or outside the place of service in connection with service affairs.

B. Death in the line of duty other than instances cited in Article 107 of this law, from the moment of notification to the end of assignment, in connection with the assignment.

C. Death following the personnel becoming ill during service hours or in connection with service affairs or injured during the period of assignment, as a result of an assignment, or as a result of an accident or incident.

D. Death as a result of illness due to particular conditions and requirements of service.

E. Death while going on or returning from leave.

Note. Death occurring in instances other than those cited in this article shall be considered normal death.

Article 120. For determining the status of martyr, self-sacrificer, death during the carrying out of service or as a result of it, normal death, and also determination of the various instances of the disabled in the Ministry of Defense, the Joint Headquarters, forces, and organizations as the case may be, committees comprised of the following members shall be formed:

A. Head of the personnel affairs or his substitute.

B. Head of inspection or his substitute.

C. Head of judicial or legal affairs.

D. Representatives of the commander of the related unit or organization.

E. One physician (the head of the related Health Department or his representative).

F. The head of the Ideological and Political Organization or his representative.

G. The head of the Martyrs' Affairs or his representative.

H. The head of the Information Security Organization or his representative.

Article 121. If the opinion of the committee cited in the above article is protested to within a period of one month from the date of notification by the self-sacrificer or the disabled or one of the heirs of the martyrs or the deceased, the issuance of the final ruling shall be the responsibility of the Review/Appeal Committee, which will be formed of the following officials:

A. The head of the First Office of the Joint Headquarters or his substitute.

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B. The head of the Health Department of the Joint Headquarters or his representative.

C. The administrative deputy director of the Ministry of Defense or his representative.

D. The head of the Retirement and Insurance Office of the Military or his representative.

E. The personnel deputy director of the related force or his representative.

F. The head of the Ideological and Political Organization of the Military or his representative.

G. The head of the Information Security Organization of the Military or his representative.

Article 122. The implemental bylaws of Articles 107, 119, 120, and 121 of this law will be prepared by the Ministry of Defense with the coordination of the Joint Headquarters and the forces.

Article 123. Resignation of the personnel in case of personal request and the approval of the official cited in Article 78 of this law, as the case may be shall be subject to one of the following paragraphs.

A. Students during the training at the start of service in the Military, the Ministry of Defense, and their affiliated organizations or at their expense or immediately after the completion of the training with the payment of twice the educational expenditures shall be resigned.

B. The personnel who in addition to training years have served for a period of time shall be exempted one-half of the above-mentioned period from payment of expenditures of years of training. In regards to the last training period, the service years after it shall be the basis for calculation.

C. The personnel for whose education the Military and the Ministry of Defense or their affiliated organizations has not paid are resigned after serving the minimum period that is determined in the employment contract for resignation request.

Note. In calculating the amount that has been spent on the education of the personnel, educational aid, salaries, and benefits paid to them during their study, the current educational expenditures in the training centers, the funds paid to the educational institutions as tuition, extra pay for educational assignment in the country or abroad and the cost of educational supplies, procurement of educational degrees, and food and clothing should be included.

Article 124. The approval of resignation during war time and critical conditions and times when there is a probability of occurrence of war shall be the authority of the Supreme Defense Council.

Article 125. The resigned personnel, if needed in one of the forces or organizations, upon personal request and having the competence to return to service, provided their period of dismissal is no longer than five years, may return to service only for one time, with the approval of the officials cited in Article 78 of this law while retaining their rank and service history prior to resignation. These personnel must return the funds received at the time of resignation and mutually, the funds that they have paid will be returned to them.

Article 126. Personnel who up to four years beyond the minimum period of stay in one rank are not qualified to be promoted and also the personnel who lack the necessary ability to carry out the duties appropriate with the related rank or expertise as well as personnel whose continuation of service is not in the interest of the Military and the Ministry of Defense and their affiliated organizations and are not at the level of dismissal shall be exempted from service upon the determination of the examination committees cited in Article 104 of this law and by inserting it in the general order shall be treated as follows:

If they have at least 20 years of service history, they shall be included among the retired. Otherwise, their service history shall be bought back on the basis of the regulations of this law.

Article 127. The Military may, in regards to elimination or modification of the organization, retire the related personnel provided there are no appropriate jobs for them in other Military organizations and they have at least 15 years of service history. If they have less than 15 years, they shall be given severance pay. To the period of service of those subject to this article, only in terms of the calculation of severance pay and retirement salary, five years will be added. In any case, the years effective in their retirement salary shall not be more than 30 years.

Note. The deductions applicable to the added years shall be provided from the funds of the Ministry of Defense.

Article 128. The approval of retirement and severance pay cited in Articles 126 and 127 of this law shall be the responsibility of the officials cited in Article 78 of this law.

Note. Elimination or modification of an organization shall depend on the approval of the General Command.

Article 129. The personnel in the following instances shall be dismissed with the ruling of the proper court or the ruling of the examination committees cited in Article 104 of this law.

A. Loss of competence to continue service.

B. Committing a disciplinary violation that causes dismissal from service.

Chapter VII: Monthly Pay of Personnel

Article 130. Funds received monthly by the personnel of the permanent and contract cadre shall consist of the total regular salary and benefits in addition to job benefits, minus deductions.

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Section 1: Regular Salary and Benefits

Article 131. The monthly salary of personnel shall comprise the following four factors:

A. Minimum salary, which is the specific amount that is paid as the lowest level of salary received by those personnel subject to this law.

B. Proficiency pay is the amount equal to the salary rank, to the second power, multiplied by the units of proficiency pay.

C. Base salary is the amount equivalent to 3, 4, or 5 percent of the total of the minimum salary, proficiency pay, and the base salary of previous years, for which the personnel become eligible after every year of service and which is added to their salary.[3]

Note 1. The first salary rank for personnel hired on the basis of education lower than the completion of elementary school shall be 1, and for those with degrees of completion of elementary school it shall be 2, and for each year of education higher, one unit will be added. In the calculation of the first personnel salary rank, the training or educational years prior to promotion to the rank at the start of the employment will also be included.

Note 2. The first salary rank of employees subject to Article 74 of the law equals the ranks cited in the same article.

Note 3. The salary rank of personnel after the first rank is equal to the number of ranks received after the first rank in addition to the first salary rank.

Article 132. If the graduates of Military Schools or the First and Second Course of Study of the Military Science College and the personnel cited in Paragraphs A and B of Article 69 of this law, having received seniority after passing the minimum period in the final ranks cited in Articles 65, 66, and 67 of this law, have a maximum service history of 28 years and also possess the necessary competence and proficiency to be promoted to higher ranks as well but it is not possible to grant them the rank, for every four years, one unit of promotion pay shall be added to their salary, and one unit will also be added to their rank. If the remainder of the service of the personnel is less than the minimum period of stay in the final ranks and at least two years, the equivalent of one-half of the promotion pay unit as well as one-half of the difference between the proficiency pay of the higher salary rank and their salary rank shall be added to their salary.

Article 133. The personnel cited in Paragraph C of Article 69 of this law after four years of stay in the rank of Second Brigadier General, if they have the necessary competence and productivity for promotion to a higher rank and there is no possibility to grant them a rank, for every four years, one promotion pay unit shall be added to their salary and one unit will also be added to their salary rank.

Article 134. In calculating the promotion units of those personnel who achieve the rank of Brigadier General, Major General, Lieutenant General, and similar ranks in the Navy, for every rank, two promotion pay units will be added to their salary and also in calculating their salary rank. For every one of the above ranks, two units will be included.

Article 135. Personnel who present educational degrees higher than those at the time of hiring and that are needed and accepted, if the presentation of the new educational degree does not change their rank, in terms of calculating the salary rank alone, instead of the salary rank resulting from their previous educational degree, the first salary rank of their new degree shall be the basis of calculation.

If the presentation of the new educational degree results in a change in their rank, in the calculation of their salary, the following will be implemented.

In calculating the promotion pay, the previous promotion pay in addition to the promotion pay for which they will be eligible after the first new rank shall be the basis of calculation.

Their proficiency pay shall be calculated similar to that of personnel who are hired at the time of the presentation of a new educational degree, and for the previous service, the equivalent of the multiplication of the proficiency pay unit by the number of promotions prior to the presentation of the degree by the total of the first previous salary rank and the previous salary rank [as published].

Note. In the calculation of salaries, a change in the rank of employees cited in Note 2 of Article 74 of this law shall be the same as presentation of a new educational degree by other personnel.

Article 136. Considering the difficulty and the special service quality in the Military and the Ministry of Defense and their affiliated organizations, and in order to preserve their drawing power, the minimum and maximum salary of those personnel subject to this law shall be 20 percent higher than the minimum and maximum salary of those subject to the national employment law.

Article 137. Regular benefits of personnel are the amounts that are paid in ratio to the number of dependents as housing allowance and aid for dependent living expenses.

Note. The level of housing allowance of the personnel who do not use organizational housing and the rental fees for the organizational housing must be determined, with consideration for the rental fees throughout the society, so as to give advantage to the personnel using the organizational housing and others at the unit level in housing.

Article 138. The Ministry of Defense is responsible, with the coordination of the Joint Headquarters and the forces, for preparing the bill on the minimum level of salary, proficiency rate unit pay, promotion unit pay, and the base pay unit with consideration for the articles in this section and also the chart on the regular benefits of the personnel as well as amounts paid to personnel who, prior to achieving a rank at the beginning of employment, pass the

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educational centers and courses of study within a maximum of six months after the ratification of this law and for presenting it to the Majles.

Note. Factors comprising the salary must be determined taking into consideration that on the basis of this law the monthly salary of the personnel that will replace the regular salary status of the personnel should not decrease compared to the previous salary status.

Section 2: Job Benefits

Article 139. To the personnel in charge of carrying out special jobs which benefit from one or several [of the] factors [below] in the form of extra pay, every month an amount will be paid as job benefits.

A. Complexity of the job.

B. Difficulty of the job.

C. Risk of danger.

D. Sensitivity and severity of the responsibility of the job.

E. Physical strain due to the job.

F. Necessary skills required in specialized jobs.

Note 1. For each of the above-mentioned factors, an amount as a maximum benefit of that factor will be determined, and for those jobs that have one or several of the above-mentioned factors, in ratio to the factor, a percentage of the determined amount.[4]

Note 2. The benefits cited in this article shall only apply to the job and have no relationship with the rank. Those personnel have the right to use it who serve in actuality in the job conferred.

Note 3. The Ministry of Defense is responsible, with the cooperation and coordination of the Joint Headquarters, the forces, and related organizations, for preparing the related implemental bylaws of this article and having them ratified by the Cabinet.

Note 4. The level of job extra pay of personnel employed in the Armed Forces must not be less than 50 percent of the total of the salary and proficiency pay of the employee or more than 150 percent of it. The job extra pay of the personnel working in command positions, management, and supervision, as well as the job extra pay of the personnel in charge of research and specialized or educational jobs, can be increased up to 25 percent of the total minimum of the salary and proficiency pay of the personnel.[5]

Article 140. Payment of salary and benefits on the basis of this law shall be implemented from the date of the ratification and notification of the bill mentioned in Article 138 of this law and the bylaws of the job benefits cited in Article 139 of this law, and prior to it all personnel shall receive regular salary and benefits on the basis of previous regulations.

Section 3: Deductions

Article 141. The following funds will be deducted every month from the pay of the personnel.

A. Retirement deduction, at the level of 10 percent of the monthly salary.

B. Personnel insurance deduction, at the level cited in the related law.

C. Health insurance deduction of the personnel and their dependents, at the level cited in the related law.

D. Monthly savings deduction of the personnel, at the level cited in the related law, provided the personnel wish to make use of it.

Article 142. The following funds shall be deducted from the monthly payment of the personnel, according to the case:

A. The pay of the first month of service.

B. Any type of increase in the course of service in the salary of the personnel in the first month of increase.

Article 143. Funds in Paragraph A of Article 141 of this law, in addition to their equivalent, which will be provided from the budget of the Ministry of Defense on a monthly basis, as well as the funds in Article 142 of this law, according to the case, will be deposited in the Military Retirement Fund.

Article 144. Funds in Paragraphs B, C, and D of Article 141 of this law will be deposited in the related accounts every month.

Note. The government share for health services for all personnel must be 3 percent of the salary of the personnel.

Section 4: Monthly Pay of Personnel in Special Cases

Article 145. Monthly pay of personnel in captivity and those who are hostages, missing in action, affiliated, or assigned to service shall be calculated on the basis of the regular salary and benefits of the personnel ready to serve at their level and the benefits of their last job.

146. The level of pay of personnel assigned to serve inside the Military, Ministry of Defense, and their affiliated organizations shall be calculated on the basis of the salary of the related rank and the benefits of their new job.

Article 147. Personnel who return to service on the basis of Article 111 of this law, from the date of their return to service, their retirement salary will be stopped and they shall receive the salary and related regular benefits and job benefits of the rank in which they serve and in terms of all personnel affairs shall be the same as other employees.

The period of new service of these types of personnel shall be added to their previous service years and will effect their retirement salary.

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Article 148. The level of monthly pay of suspended personnel will be calculated and determined on the basis of two-thirds of the rank salary and the personnel relieved of duty on the basis of one-half their rank.

Section 5: Other Payments

Article 149. Rewards, travel expenses, and extra pay for assignments inside the country or abroad and extra pay for transfers, location of service, harsh weather, and hardship regarding living facilities shall be paid to the personnel at the same level as those subject to the national employment law.

Note. Bylaws for the payment of extra pay for employment outside the capital, harsh weather, and hardship regarding living facilities with consideration for the Note to Article 138 of this law must be revised in a way that the amount paid for the above-mentioned instances, except in the case of revision in regards to those subject to the national employment law, be equivalent to that of the personnel in the national employment law.

Article 150. Except in the area of guarding and instances of personnel benefitting from assignment extra pay, in cases which the highest authority of the organization or force deems the continuation of the technical (building and repair) and health personnel as necessary in other than regular service hours, with consideration for the return on the job and in proportion to the increase in the hours of service, affected personnel will be paid overtime. The level of overtime shall be based on bylaws that will be prepared by the Ministry of Defense with the cooperation of the Joint Headquarters and the three forces and ratified by the Cabinet.

Funds needed to extend the overtime pay cited in this article shall be provided from the reduction in the financial burden of other articles of this law.

Article 151. If emergency and service requirements necessitate the continuation of the daily service of the personnel, their food and other necessary expenditures will be provided at the expense of the Military.

Article 152. The clothing of that group of personnel who are mandated to wear uniforms or whose jobs require special clothing shall be provided at the expense of the Military.

Chapter VIII: Retirement, Regular, and Duty Pay

Article 153. "Retirement pay," "duty pay," and "regular pay" consist of funds that, as the case may be, are paid to retired persons, self-sacrificers, the disabled, and dependents of martyred or deceased personnel in accordance with the related regulations from the Retirement Fund of the Military on a monthly basis.

Article 154. To retired personnel, every month an amount equivalent to the increase in their salary in the course of service in addition to the multiplication of the years of service by one-thirtieth of their salary at the start of service shall be paid as retirement pay.

Note. If the salary rank of the personnel in the course of service has been raised as a result of presentation of a higher educational degree, the salary at the start of service of the personnel shall be calculated in ratio to the years that they have served with each educational degree.

Article 155. Receipt of retirement or duty salary and regular pay together is prohibited, and in this case, the larger amount shall be paid.

Article 156. Children of a parent who has died shall have the right to regular pay from his or her salary, even though the father or mother who is living receives a salary, retirement pay, or duty pay from the government.

Article 157. The level of duty pay of self-sacrificers cited in Paragraphs B and C of Article 108 of this law and the salary of those receiving martyr's regular pay are as follows:

A. In regards to the permanent and contract cadre, a salary equivalent to the total of the salary of one higher rank plus the last job benefits that they had been receiving.

B. In regards to students, a salary equivalent to the salary of the rank that they would have achieved after the completion of the educational course of study with the years of service equivalent to the education history.

C. In regards to the duty personnel, a salary equivalent to the salary of the personnel of the permanent cadre one rank higher.

Note. The salary of those receiving regular self-sacrificers' pay after death is equivalent to their last duty pay.

Article 158. The level of duty salary and the salary of the regular pay personnel who upon the determination of the committee cited in Article 120 in each one of the anticipated instances in Article 119 are disabled or die during active service or because of it shall be determined as follows:

A. In regards to the permanent and contract cadre, their last salary and benefits.

B. In regards to students, nine-tenths of the salary with the rank that they would have achieved after the completion of the educational degree, with the years of service equivalent to their years of education.

C. In regards to the duty personnel, a salary equivalent to the salary of the personnel in the permanent cadre at their level.

Note. The salary of those who receive the regular pay of the disabled in this law, if as determined by the committee cited in Article 120 of this law the death is due to disability, shall be the equivalent of their last duty salary, and if the death is not due to the disability, the equivalent of nine-tenths of their last duty salary.

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Article 159. The level of duty salary and the salary of those receiving the regular pay of personnel who upon the determination of the committee cited in Article 120 of this law become disabled or die normally will be determined as follows:

A. In regards to the permanent and contract cadre, the equivalent of their last received salary.

B. In regards to students, four-fifths of the salary of the rank that they would have achieved after the completion of their education, with years of service equivalent to their years of education.

C. In regards to duty personnel, nine-tenths of the salary of the personnel in the permanent cadre at their level.

Note. The salary of those receiving the regular pay for the disabled in this article shall be the equivalent of their last duty pay.

Article 160. If the retired personnel are martyred, those who receive their regular pay will be treated the same as those who receive the regular pay of the personnel of their rank, in accordance with the regulations in Article 157 of this law, and in the case of death, four-fifths of their last earned retirement pay shall be paid to those entitled to their regular pay.

Article 161. The regular and duty pay of the duty personnel of the Precautionary and Reserve Forces who have been government employees prior to service, in case of martyrdom, becoming self-sacrificers, death, or disability, shall be paid in accordance with the regulations of this law on the basis of their last received salary from the related organization from the budget of the same organization, and if their salary in the related organization is less than the salary of the personnel of the permanent cadre of their level, their regular and duty pay shall be calculated on the basis of the salary of the permanent cadre personnel of their level, and the difference shall be paid from the budget of the Ministry of Defense.

Article 162. Should the number of years of service of the self-sacrificers and the disabled who receive duty pay be fewer than 20, they will receive their duty pay from the budget of the Ministry of Defense, and once every two years shall receive amounts equivalent to the increase in the related salary base. The retirement deduction will be deposited in the related fund, and after reaching 20 years of service, they shall receive an amount equivalent to the last received salary from the Military Retirement and Insurance Fund.

Article 163. Funds that are paid as regular pay up to the level of retirement pay on the basis of years of service shall be paid from the Military Retirement and Insurance Fund and the remainder from the budget of the Ministry of Defense.

Article 164. Those who receive regular pay and are subject to this law are:

A. Permanent spouse, except in cases when she has remarried or is employed and, in regards to the husband, if his wife provided his expenditures.

B. Unemployed male children, up to a full 19 years of age, and if he is studying until the completion of his education, to a maximum of 23 years.

C. Female children, except in instances when they have a husband or are employed.

D. Parents who have been dependents of the deceased.

E. Disabled and ill brother who has been a dependent of the deceased and is unable to administer his own affairs.

F. Minor brother who is a dependant of the deceased, up to a full 19 years of age and in the case of studying up to the age of 23 years, provided he is not employed.

G. Sister who is a dependent of the deceased, unless she has a husband or is employed.

H. Grandchildren who are dependents of the deceased, boys, up to the age of 19 and in case of education up to full 23 years of age, and girls, unless they have husbands or are employed.

Note 1. Should any one of the persons receiving regular pay develop an incurable illness or become disabled that upon the determination of the Supreme Medical Committee will forever render them unable to make a living, that person shall receive regular pay for the remainder of their life.

Note 2. These who receive regular pay will also benefit from regular pay during service in emergencies.

Article 165. The regular salary shall be divided equally among those receiving regular pay, and the standard for identifying and determining the persons that in accordance with Article 164 of this law are dependents is the service information or annual statement that personnel prepare during employment, retirement, the period of self-sacrifice, or disability. To investigate complaints of those who consider themselves deserving of regular pay who have not been mentioned in the service information of the personal as among their dependents, if martyrdom or death has occurred during the time of service, the following committees will be formed in the Ministry of Defense, the Joint Headquarters, and the three forces, as the case may be:

A. Personnel deputy director of the related force or organization or his substitute.

B. The director of the Judicial Office of the related force or organization or his deputy.

C. The director of inspection of the related force or organizations or his deputy.

If martyrdom or death has occurred during retirement, self-sacrifice or disability, an Examining Committee will be formed of the following persons in the Military Retirement and Insurance Office.

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1. Head of the Military Retirement and Insurance Office or his deputy.

2. Legal deputy of the minister of defense or his substitute.

3. The personnel representative of the Joint Headquarters.

Article 166. The share of each of those receiving regular pay who are subsequently denied receipt of the regular pay will be added to the share of the others.

Article 167. Self-sacrificers and the family of martyrs, in addition to the duty and regular salary, shall be under the coverage of the Shahid Foundation in terms of all other welfare services and benefits, as are other self-sacrificers and martyrs throughout the country.

Article 168. To the heirs of all personnel, including employed, retired, self-sacrificers, disabled, or duty, who are martyred or die an amount equivalent to the minimum salary cited in Article 131 of this law will be paid for shrouding and burial expenses.

Article 169. To the personnel whose service ends and to the regular pay recipients of the personnel who are martyred or die, for the period of service for which they have not used their meritorious leave, the equivalent of a maximum of four months, and if the organization has not agreed to their leave, the equivalent of the total period of unused leave, shall be paid from the funds of the Ministry of Defense on the basis of the last salary and benefits.

Note. To those who are given severance pay, resign, or are relieved of duty, in addition to the above-mentioned fund, the insurance and retirement deductions that have been deducted from their salaries will also be paid from the Retirement and Insurance Fund.

Article 170. Whenever the monthly salary of the working personnel increases or decreases, the salary of retired persons and duty and regular pay recipients will increase or decrease by the same ratio, and the additional amount will be provided from the budget of the Ministry of Defense.

Article 171. Forfeiting citizenship by those who receive retirement pay or duty or regular pay will stop the payment of their salary, to the benefit of the Retirement Fund or the government funds or others receiving regular pay.

Article 172. If the level of damage inflicted on the self-sacrificers and the disabled in the course of duty or because of it is at a level that, upon the approval of the Supreme Medical Committee, they require the practical help of others in daily chores, if they are not kept in the Self-Sacrificers Rehabilitation Centers, in accordance with the case or level of disability, they will benefit from support pay, the minimum of which is 150 times the rial coefficient and the maximum of which is 300 times the rial coefficient.

Note. The support pay of such self-sacrificers will stop if they become employed.

Chapter IX: Personnel Service Affairs

Article 173. The Military and the Ministry of Defense are responsible, within the limits of the resources and funds that are allocated in accordance with Paragraph 1 of Article 43 of the Constitution, for providing the essential and welfare needs of the working and retired personnel and also benefitting from duty and regular pay, provided they maintain just and nondiscriminatory use of them.

Article 174. The Military and the Ministry of Defense are responsible for equipping their hospitals and treatment centers in terms of treatment resources so as to meet the needs of the personnel.

Note 1. In regions where treatment resources are only in the Military units located in them, the dependents of the personnel may use those resources. The cost of the services offered shall be paid in accordance with the regulations of the Military Health Services Organization.

Note 2. In instances when the resources of the Military and the Ministry of Defense hospitals exceed the treatment needs of the personnel, giving priority to the personnel of the cadre and duty who are employed, the above-mentioned hospitals are permitted to offer treatment services to all persons. The cost of services offered shall be paid in accordance with the regulations of the related hospitals.

Note 3. The units and hospitals cited in the above-mentioned note are responsible for depositing the above funds received as well as similar funds from emergency patients into the Treasury and at the end of every month receiving the equivalent of the deposited funds, within the maximum of the ratified funds in the budget every year, and spending them to meet the needs and develop their resources.

Article 175. The self-sacrificers; the disabled; retired persons; those who receive regular pay; and dependents of working, retired, duty pay and regular pay receivers will be covered by the [Military] Treatment Services Organization.

Note. The personnel of the permanent cadre may also use the resources of the Military Treatment Services Organization.

Article 176. The personnel in accordance with the law on the use of organizational housing ratified on 28/05/1363 [19 August 1984] will use the above-mentioned resources.

Article 177. All personnel are insured against accidents that result in martyrdom, death, illness, loss of limb, or disability and will have equal compensation for such incidents.

Note 1. Regulations related to this article shall be subject to the personnel insurance law and its implemental bylaws.

Note 2. Funds related to this article shall be provided from the Military Insurance Fund.

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Article 178. The Military and the Ministry of Defense are responsible for paying the educational expenses of the personnel who study at the wishes of the Military and the Ministry of Defense in needed fields in the universities and higher education institutions.

Note 1. The Military and the Ministry of Defense are responsible for providing the grounds for the education of illiterate personnel, with the cooperation of the Literacy Movement.

Note 2. The implementation of this article shall be on the basis of instructions that will be prepared by the Joint Headquarters.

Article 179. The Ministry of Defense is responsible for preparing the bill on the coordination of the level of benefits of the personnel from the Fixed Retirement Fund, and also the level of deductions for insurance and health, within a period of six months and, after approval of the Cabinet, presenting it to the Majles.

Chapter X: Adjustments

Article 180. All the noncommissioned officers of the existing permanent cadre shall be adjusted in accordance with Attachment No. 1, as follows:

A. Sergeants, Third Class, after three years in the rank of Sergeant, Third Class, will be promoted to Sergeant, Second Class.

B. From the rank of Sergeant, Second Class, to CWO, they will continue service at the present rank.

C. Sublieutenants, with consideration for the content of Article 132 of this law, will be promoted to Third Lieutenant. Second Sublieutenants and First Sublieutenant, provided they have the degree for completion of junior high school, will be promoted to Second Lieutenant and First Lieutenant, respectively.

First Sublieutenants who have served for more than four years in the rank of First Sublieutenant will be promoted to Captain, and their service above four years will be included in the latter rank, provided they meet one of the following requirements:

1) Holding a high school diploma.

2) Holding a junior high school diploma or having completed the second year of junior high school, with at least four years of military and expert training, including Sergeant Training School.

3) Holding a junior high school diploma or having completed the second year of junior high school and reaching Technical Skill, Level 9.

Note 1. If the period of service of such personnel is less than 25 years, prior to promotion to the rank of Captain, they must complete the training cited in Articles 46 and 47 of this law.

Note 2. All personnel subject to this paragraph who present a high school diploma will receive one month seniority for every year from the date of obtaining it.

Note 3. The service years in excess of four years stay in the rank of CWO of Sublieutenants cited in this paragraph prior to adjustment shall be added to their years of the rank of Sublieutenant and then will be adjusted.

D. Commissioned officers who have been promoted to the rank of Warrant Officer or Sublieutenant on the basis of being hired with an educational degree of at least four years of high school or at least two years of training in the Military (Sublieutenant Pilots of the Air Force and similar hirings) are exempt from Paragraph C of this law and shall be adjusted in accordance with the chart of Attachment No. 2, as follows:

1) Commissioned officers who have a total of five years of service as Warrant Officers or Sublieutenants will be promoted to the rank of Third Lieutenant.

2) Commissioned officers who have a total of 10 years of service as Warrant Officers or Sublieutenants will be promoted to the rank of Second Lieutenant.

3) Commissioned officers who have a total of 15 years of service as Warrant Officers or Sublieutenants will be promoted to the rank of First Lieutenant.

4) Commissioned officers who have a total of 20 years service as Warrant Officers or Sublieutenants will be promoted to the rank of Captain.

5) Commissioned officers who have a total of 25 years of service as Warrant Officers or Sublieutenants, provided they have a high school diploma, will be promoted to the rank of Major, after passing the suitable training course, upon the determination of the related force or organization.

E. Commissioned officers who have been hired on the basis of a high school diploma and have passed one to two years of training in the Military, in accordance with attached Chart No. 3, will be adjusted as follows:

1) Commissioned officers who have three years of service as Warrant Officers will be promoted to Third Lieutenant.

2) Commissioned officers who have a total of eight years of service as Warrant Officers or Sublieutenants will be promoted to Second Lieutenant.

3) Commissioned officers who have a total of 13 years of service as Warrant Officers or Sublieutenants will be promoted to First Lieutenant.

4) Commissioned officers who have a total of 18 years of service as Warrant Officers or Sublieutenants will be promoted to Captain.

5) Commissioned officers who have a total of 23 years of service as Warrant Officers or Sublieutenants will be promoted to the rank of Major.

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Article 181. Air Force officers shall be adjusted in accordance with attached Chart No. 4 on the basis of their service history as follows:

A. All Airmen, Third Class, will be promoted to the rank of Third Lieutenant.

B. All Airmen who have four years of service in the rank of Airman will be promoted to the rank of Second Lieutenant.

C. All Airmen who have eight years of service in the rank of Airman will be promoted to the rank of First Lieutenant.

D. All Airmen who have 13 years of service in the rank of Airman will be promoted to the rank of Captain.

E. All Airmen who have 19 years of service in the rank of Airman will be promoted to the rank of Major.

F. All Airmen who have 26 years of service in the rank of Airman will be promoted to the rank of Lieutenant Colonel.

Note. Airmen, upon personal request and agreement of the related organizations in accordance with the regulations of this law, like employees with diplomas who at the start of service have had two years of training, may be have their status changed to that of employee with the calculation of years of service.

Article 182. The present ranks of all existing officers in the Military will be adjusted in accordance with attached Chart No. 5.

Note. Colonels who have passed the Officers College Course or have a bachelors degree, which is needed and acceptable by the Military, will be promoted to the rank of Second Brigadier General, with five years of service at the rank of Colonel. If such personnel have passed the Command and Headquarters Course or have a masters degree required and acceptable by the Military, with four years of service as Colonel, will be promoted to Second Brigadier General.

Article 183. Up to the completion of essential revisions in the charts of the organization (cited in Articles 42 and 81 of this law), in order to implement this law, the existing jobs of Sublieutenant and Airman in the charts of the organization will be changed to the appropriate officer jobs.

Note 1. Airmen and commissioned officers whose status prior to the implementation of this law has changed to officer and employee and who have been detached from their specialization can be used by the organization, if needed, in the area of their previous specialization.

Note 2. Employee personnel cited in Note 1 will be returned upon personal request and approval of the related force or organization to the previous Military status and will be adjusted, calculating the period of service as employees in accordance with the regulations.

Article 184. In instances when, in accordance with the related bylaws, the length of each educational course and center at the start of service has continued in excess of the minimum period of time, as determined in this law for similar courses, the related personnel shall receive one year seniority for every six months in extended length of the course.

Article 185. Employees of the existing three categories shall be adjusted as follows:

A. Concerning employees who have the equivalent of an elementary school literacy level, their initial rank shall be 1, and for every four years of service, one unit will be added to their rank.

B. The initial rank of employees who have elementary school certificates or higher shall be calculated on the basis of Article 73 of this law, and for every four years of service, one rank will be added to their status.

Article 186. The initial rank of technical employees on the basis of their category shall be as follows, and for each four years of service, one rank will be added to them as well.

A. Category 1, Rank 9.

B. Category 2, Rank 7.

C. Category 3, Rank 5.

D. Category 4, Rank 3.

E. Category 5, Rank 1.

Note. Technical employees, provided they have a junior high school diploma, will receive four years, and for completion of high school, six years, seniority. Technical employees of Category 5, if they have completed elementary school, will receive one year seniority.

Article 187. With regard to personnel who have a service history in the ministries and government or government affiliated establishments and whose service history has been transferred to the Military, if the above-mentioned service history is related to their job in the Military, it will be calculated in the service years and promotions, otherwise, it will be calculated only in the years of service. The content of this law extends to those personnel hired after the ratification of this law.

Article 188. The standard for the adjustment of the personnel who prior to the implementation of this law have changed categories or service status for any reason is their last status and the calculation of the years of service in their last status, and for the previous years of service, they shall receive seniority as follows:

A. Every year of service in the rank of Airman or employee with a high school diploma or higher and commissioned officers who have been hired on the basis of a diploma, eight months seniority.

B. Every year of service as Sublieutenant, six months seniority.

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C. Every year of service as Sergeant, Warrant Officer, or employee below the level of a diploma or the lower category, four months seniority.

Note. Personnel who for any reason have changed status, after adjustment must not be placed lower than the status that they would have reached without the change in status.

Article 189. The existing contract personnel who after the completion of their period of obligation, due to the needs of the organization, continue service, if personally so inclined and the organization needs them, in accordance with the regulations of this law and calculating all their service years, as the case may be, will be adjusted to one of the related statuses in the permanent cadre. Otherwise, their service will be terminated.

Article 190. Commendations and discipline of personnel will effect their promotions. Also, falling behind due to incompetence and inefficiency of the personnel in achieving a higher rank and failing the training courses will be taken into consideration at the time of adjustment.

Article 191. In calculating the salary rank of Military personnel, in addition to the educational degree and training from the start of employment, the number of ranks to which they have been promoted, in accordance with the related adjustment charts, from their first rank in the same chart will be included.

Note. The salary rank of employees and technical employees shall be calculated on the basis of the rank to which they have been promoted, in accordance with Articles 185 and 186 of this law.

Article 192. All personnel, regardless of rank, category, and job they have had prior to the implementation of this law, if equal in job, rank, years of service, education, and other factors effecting the calculation of salary, shall receive equal salary and benefits, and none will have an advantage by any means over others in terms of the difference in past salary and benefits.

Article 193. The regulations of Chapter X of this law are only valid for the adjustment of personnel and after the completion of the adjustment, all personnel will continue their service in accordance with the regulations cited in the previous chapters of this law.

Article 194. For the personnel who have completed general military service, their period of military service will be included in terms of base salary and calculating retirement years.

Article 195. Regarding personnel, who, in accordance with the adjustment regulations in this law are promoted to new ranks, in order to be promoted to the new rank, their ideological and security qualifications must be verified by the related authorities.

Article 196. Women working in the Military will be changed to employees of the same rank.

Article 197. The Joint Headquarters is responsible for adjusting, in coordination with the Ministry of Defense and the three forces, the status of the existing military personnel, including the soldiers, employees, and technical employees, within one year from the date of the ratification in accordance with the regulations of this law and implementing it simultaneously for all personnel.

Chapter XI: Miscellaneous Articles

Article 198. Other than instances that individual authorities have been specified in this law in regards to the implemental bylaws, the Joint Headquarters and the Ministry of Defense may in other instances they deem necessary prepare and implement on time the related instructions and implemental methods as well.

Article 199. Obviously, the authority of the General Command is not limited to the instances specified in this law. Also, in all instances in this law which refer to the issuance of orders or the approval of an issue by the General Command following the presentation of a suggestion by officials or other authorities, the decision of the General Command is not made exclusively by the presentation of the above-mentioned suggestions.

Article 200. Appointment to command positions by the General Command is not restricted to Military personnel.

Article 201. The heads of the Ideological and Political and Information Security Organizations shall have authority equivalent to the commanders of forces in the area of appointments, promotions, transfers, assignments, commendations, discipline, and leaves of the personnel of their organization.

Note. In promotions, the balance of the organization of the Military and coordination in the method of granting promotions must be observed.

Article 202. Members of the Evaluation Committee cited in Article 79 of this law in regards to the personnel of the Ideological and Political Organization will be taken only from the officials of the above-mentioned organization; in regards to the Information Security Organization, only from the officials of that organization; and in Paragraph C, the committee mentioned in Article 104 of this law [will be taken from] the related administrative deputy or personnel deputy director or his substitute.

Article 203. The Ministry of the Guard Corps is responsible for preparing the bill of the Guard Corps laws within a period of two years from the ratification of this law with the cooperation of the General Commander of the Guard Corps and, after the approval of the Cabinet, for presenting it to the Majles for ratification.

Chapter XII: Extending the Law to the Police Department and Gendarmerie of the Islamic Republic of Iran

Article 204. The Gendarmerie and the Police Department of the Islamic Republic of Iran are subject to the regulations of this law in terms of employment and personnel affairs.

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Note 1. The minimum age of the employees cited in Paragraph I of Article 29 of this law for the Gendarmerie and the Police Department is 17.

Note 2. The Police Department may in addition to the instances cited in Article 32 of this law hire women as employees for other jobs that must be conferred on women exclusively.

Note 3. The training centers and courses of study of the Police Department are as follows:

a) Police Sergeant, equivalent to Military Schools cited in Article 45 of this law.

b) Specialized Supervisory Course of Study, equivalent to the Specialized and Supervisory Courses of Study cited in Articles 46 and 47 of this law.

c) Law Enforcement Sciences College, equivalent to the Military Sciences College cited in Article 49 of this law.

d) Introductory upper division Course, equivalent to the Introductory Course cited in Article 50 of this law.

e) Advanced Upper Division Course, equivalent to the Upper Division Course cited in Article 51 of this law.

f) Law Enforcement Training Course, equivalent to the Military Training Course cited in Article 52 of this law.

Note 4. The names of the ranks cited in Paragraphs 5, 6, and 7 of Article 64 of this law in the Police Department are Police Sergeant, Third Class; Police Sergeant, Second Class; and Police Sergeant, First Class, respectively.

Note 5. In all instances of this law, except Chapter I, in connection with the Police Department and Gendarmerie personnel, the following officials and organizations have the authority and responsibility of the equivalent officials and organizations in the Military and the Ministry of Defense in terms of employment and personnel affairs:

a) The minister and the Ministry of Interior, equivalent to the minister and the Ministry of Defense and the head of the Joint Headquarters and the Joint Headquarters.

b) The chief of the Police Department and the commander of the Gendarmerie and the Police Department and the Gendarmerie, equivalent to the commander of the forces and the forces.

c) The heads of the Ideological and Political Organization of the Police Department, the Gendarmerie, and the above-mentioned organizations, equivalent to the heads of the Ideological and Political Organization of the Military and the above-mentioned organization.

d) The head of the Information Security Organization of the Law Enforcement Forces and the above-mentioned organizations, equivalent to the head of the Information Security Organization of the Military and the above-mentioned organizations.

Note 6. The existing police personnel of Ranks 1, 2, and 3 of the Police Department who have graduated from the Police Training School will be adjusted as follows:

a) Those with a certificate of completion of elementary school, Police Sergeant, Third Class.

b) Those with a junior high school diploma, Police Sergeant, Second Class.

c) Those with a high school diploma, Police Sergeant, First Class.

Note 7. That group of Police Department personnel who in accordance with the Note to Paragraph B of Article 33 of the military employment law, amended 29/08/1358 [20 November 1979], have been promoted from the ranks of Police Officer, First Class, to Police Sergeant, Third Class, and from Police Sergeant, Third Class, to Police Sergeant, Second Class, and one and a half times these equivalents in the Military at the time of adjustment, will receive seniority equivalent to the years exceeding the minimum period in those ranks.

Note 8. Those existing of the same rank in the Police Department, retaining their status of the same rank, shall be adjusted similar to the existing officers of the same rank in the Police Department [as published].

The above law, including 214 articles and 139 notes and attached charts, was ratified in the session of Tuesday, 7 Mehr 1366 [29 September 1987], by the Majles and approved on 15/07/1366 [7 October 1987] by the Council of Guardians.

Speaker of the Majles, Akbar Hashemi

Attached Chart No. 1 Concerning Paragraphs A, B, and C of Article 180

Recent Rank	Years of Service in Recent Rank	Adjusted Rank	Years of Service in Adjusted Rank
Sergeant, Third Class	0	Sergeant, Third Class	0
Sergeant, Third Class	1	Sergeant, Third Class	1
Sergeant, Third Class	2	Sergeant, Third Class	2
Sergeant, Third Class	3	Sergeant, Third Class	3
Sergeant, Second Class	0	Sergeant, Second Class	0
Sergeant, Second Class	1	Sergeant, Second Class	1
Sergeant, Second Class	2	Sergeant, Second Class	2

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Attached Chart No. 1 Concerning Paragraphs A, B, and C of Article 180 (Continued)

Recent Rank	Years of Service in Recent Rank	Adjusted Rank	Years of Service in Adjusted Rank
Sergeant, Second Class	3	Sergeant, Second Class	3
Sergeant, First Class	0	Sergeant, First Class	0
Sergeant, First Class	1	Sergeant, First Class	1
Sergeant, First Class	2	Sergeant, First Class	2
Sergeant, First Class	3	Sergeant, First Class	3
Sergeant, First Class	4	Sergeant, First Class	4
Warrant Officer Junior Grade	0	Warrant Officer Junior Grade	0
Warrant Officer Junior Grade	1	Warrant Officer Junior Grade	1
Warrant Officer Junior Grade	2	Warrant Officer Junior Grade	2
Warrant Officer Junior Grade	3	Warrant Officer Junior Grade	3
Warrant Officer Junior Grade	4	Warrant Officer Junior Grade	4
Chief Warrant Officer	0	Chief Warrant Officer	0
Chief Warrant Officer	1	Chief Warrant Officer	1
Chief Warrant Officer	2	Chief Warrant Officer	2
Chief Warrant Officer	3	Chief Warrant Officer	3
Chief Warrant Officer	4	Chief Warrant Officer	4
Third Sublieutenant	0	Third Lieutenant	0
Third Sublieutenant	1	Third Lieutenant	1
Third Sublieutenant	2	Third Lieutenant	2
Third Sublieutenant	3	Third Lieutenant	3
Third Sublieutenant	4	Third Lieutenant	4
Second Sublieutenant	0	Second Lieutenant	0
Second Sublieutenant	1	Second Lieutenant	1
Second Sublieutenant	2	Second Lieutenant	2
Second Sublieutenant	3	Second Lieutenant	3
Second Sublieutenant	4	Second Lieutenant	4
First Sublieutenant	0	First Lieutenant	0
First Sublieutenant	1	First Lieutenant	1
First Sublieutenant	2	First Lieutenant	2
First Sublieutenant	3	First Lieutenant	3
First Sublieutenant	4	Captain	(provided he has a diploma or otherwise meets the requirements in Paragraph C of Article 181)
First Sublieutenant	5	Captain	1
First Sublieutenant	6	Captain	2

Attached Chart No. 2, Concerning Paragraph D, Article 180

Years of Service	Years of Service in the Rank of Warrant Officer	Adjusted Rank	Period of Service in Adjusted Rank
7	5	Third Lieutenant	0
8	6	Third Lieutenant	9 months
9	7	Third Lieutenant	18 months
10	8	Third Lieutenant	27 months
11	9	Third Lieutenant	3 years

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Attached Chart No. 2, Concerning Paragraph D, Article 180 (Continued)

Years of Service	Years of Service in the Rank of Warrant Officer	Adjusted Rank	Period of Service in Adjusted Rank
12	10	Second Lieutenant	0
13	11	Second Lieutenant	9 months
14	12	Second Lieutenant	18 months
15	13	Second Lieutenant	27 months
16	14	Second Lieutenant	3 years
17	15	First Lieutenant	0
18	16	First Lieutenant	9 months
19	17	First Lieutenant	18 months
20	18	First Lieutenant	27 months
21	19	First Lieutenant	3 years
22	20	Captain	0
23	21	Captain	9 months
24	22	Captain	18 months
25	23	Captain	27 months
26	24	Captain	3 years
27	25	Major	0 (provided he has a diploma)
28	26	Major	1 year
29	27	Major	2 years
30	28	Major	3 years

Attached Chart No. 3, Concerning Paragraph E, Article 180

Years of Service	Years of Service in Rank	Adjusted Rank	Period of Service in Adjusted Rank
5	3	Third Lieutenant	0
6	4	Third Lieutenant	9 months
7	5	Third Lieutenant	18 months
8	6	Third Lieutenant	27 months
9	7	Third Lieutenant	3 years
10	8	Second Lieutenant	0
11	9	Second Lieutenant	9 months
12	10	Second Lieutenant	18 months
13	11	Second Lieutenant	27 months
14	12	Second Lieutenant	3 years
15	13	First Lieutenant	0
16	14	First Lieutenant	9 months
17	15	First Lieutenant	18 months
18	16	First Lieutenant	27 months
19	17	First Lieutenant	3 years
20	18	Captain	0
21	19	Captain	9 months
22	20	Captain	18 months
23	21	Captain	27 months
24	22	Captain	3 years

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Attached Chart No. 3, Concerning Paragraph E, Article 180 (Continued)

Years of Service	Years of Service in Rank	Adjusted Rank	Period of Service in Adjusted Rank
25	23	— Major	0
26	24	Major	9 months
27	25	Major	18 months
28	26	Major	27 months
29	27	Major	3 years
30	28	Lieutenant Colonel	0

Attached Chart No. 4, Concerning Article 181

Years of Service	Years of Service as Airman	Adjusted Rank	Years of Service in Adjusted Rank
2	Airman, Third Class	Third Lieutenant	0
3	1	Third Lieutenant	1 year
4	2	Third Lieutenant	2 years
5	3	Third Lieutenant	3 years
6	4	Second Lieutenant	0
7	5	Second Lieutenant	1 year
8	6	Second Lieutenant	2 years
9	7	Second Lieutenant	3 year
10	8	First Lieutenant	0
11	9	First Lieutenant	9 months
12	10	First Lieutenant	18 months
13	11	First Lieutenant	27 months
14	12	First Lieutenant	3 years
15	13	Captain	0
16	14	Captain	8 months
17	15	Captain	16 months
18	16	Captain	2 years
19	17	Captain	32 months
20	18	Captain	40 months
21	19	Major	0
22	20	Major	7 months
23	21	Major	14 months
24	22	Major	21 months
25	23	Major	28 months
26	24	Major	35 months
27	25	Major	42 months
28	26	Lieutenant Colonel	0
29	27	Lieutenant Colonel	1 year
30	28	Lieutenant Colonel	2 years

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Attached Chart No. 5, Concerning Article 182

Recent Rank	Period of Service in Recent Rank	Adjusted Rank	Period of Service in Adjusted Rank
Third Lieutenant	0	Third Lieutenant	0
Third Lieutenant	1 year	Third Lieutenant	1 year
Third Lieutenant	2 years	Third Lieutenant	2 years
Third Lieutenant	3 years	Third Lieutenant	3 years
Second Lieutenant	0	Second Lieutenant	0
Second Lieutenant	1 year	Second Lieutenant	1 year
Second Lieutenant	2 years	Second Lieutenant	2 years
Second Lieutenant	3 years	Second Lieutenant	3 years
First Lieutenant	0	First Lieutenant	0
First Lieutenant	1 year	First Lieutenant	1 year
First Lieutenant	2 years	First Lieutenant	2 years
First Lieutenant	3 years	First Lieutenant	3 years
First Lieutenant	4 years	First Lieutenant	4 years
Captain	0	Captain	0
Captain	1 year	Captain	9 months
Captain	2 years	Captain	18 months
Captain	3 years	Captain	27 months
Captain	4 years	Captain	3 years
Captain	5 years	Captain	4 years
Major	0	Major	0
Major	1 year	Major	1 year
Major	2 years	Major	2 years
Major	3 years	Major	3 years
Major	4 years	Major	4 years
Lieutenant Colonel	0	Lieutenant Colonel	0
Lieutenant Colonel	1 year	Lieutenant Colonel	1 year
Lieutenant Colonel	2 years	Lieutenant Colonel	2 years
Colonel	0	Colonel	0
Colonel	1 year	Colonel	1 year
Colonel	2 years	Colonel	2 years
Colonel	3 years	Colonel	3 years

Continuation of Attached Chart No. 5, Concerning Article 182, in Regards to Training School Officers

Recent Rank	Years of Service in Recent Rank	Adjusted Rank	Years of Service in Adjusted Rank
Colonel	4	Colonel	4
Colonel	5	Colonel	5
Colonel	6	Colonel	6
Colonel	7	Colonel	7
Colonel	8	Colonel	8
Colonel	9	Colonel	9

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Continuation of Attached Chart No. 5, Concerning Article 182, in Regards to Training School Officers

Recent Rank	Years of Service in Recent Rank	Adjusted Rank	Years of Service in Adjusted Rank
Colonel	4	Colonel	4
Colonel	5	Second Brigadier General	0
Colonel	6	Second Brigadier General	1
Colonel	7	Second Brigadier General	2
Colonel	8	Second Brigadier General	3
Colonel	9	Second Brigadier General	4

Continuation of Attached Chart No. 5, Concerning Article 182, in Regards to the Officers of the Officers College Who Have Passed the Headquarters Course or Hold Degrees Higher Than a Bachelors Degree

Recent Rank	Years of Service in Recent Rank	Adjusted Rank	Years of Service in Adjusted Rank
Colonel	4	Second Brigadier General	0
Colonel	5	Second Brigadier General	1
Colonel	6	Second Brigadier General	2
Colonel	7	Second Brigadier General	3
Colonel	8	Second Brigadier General	4
Colonel	9	Second Brigadier General	5

Footnotes

1. RUZNAMEH-YE RASMI, No. 12441-12441-21/08/1366 [12 November 1987].

2. RUZNAMEH-YE RASMI, No. 12665-30/05/1367 [21 August 1988].

3. Addendum ratified on 05/03/1371 [26 May 1992] by the Majles and verified on 17/03/1371 [7 June 1992] by the Council of Guardians (cited in RUZNAMEH-YE RASMI, No. 13373, 04/04/1373 [25 June 1994]).

4. Amendment cited in RUZNAMEH-YE RASMI, No. 12527, 03/12/1366 [22 February 1988].

5. Addendum ratified on 05/03/1371 26 May 1992] by the Majles and approved on 17/03/1371 [7 June 1992] by the Council of Guardians (cited in RUZNAMEH-YE RASMI, No. 13773, 04/04/1371 [25 June 1992].

Book 2: Implemental Bylaws and Financial Regulations of the Military of the Islamic Republic of Iran

Section 1: Bylaws for Hiring Instructors and Payment of Teaching Fees Cited in the Note to Article 38 of the Military Law (07/07/1366 [29 September 1987]) Ratified on 13/02/1368 [3 May 1989] by the Cabinet[1]

Chapter I: General Points and Definitions

Article 1. The Ministry of Defense, the Military, and other organizations affiliated with them, as well as the Gendarmerie and the Police Department of the Islamic Republic of Iran, shall be subject to the regulations of these bylaws in terms of hiring instructors to teach levels below university level and payment of teaching fees to teachers on all levels.

Article 2. From the perspective of these bylaws, an instructor is a teacher who is chosen or hired to teach at levels lower than university, in theory or practice.

Article 3. Teachers at various levels are as follows:

A. Organizational teachers

B. nonorganizational teachers

C. Invited teachers

Article 4. Organizational teachers are those who are in the employ of the Military, the Ministry of Defense, the Gendarmerie, and the Police Department of the Islamic Republic of Iran or other organizations affiliated and connected with them and whose positions have been projected in the related organizational charts and whose organizational duties are mentioned as teaching.

Article 5. Nonorganizational teachers are those who are in the employ of the organizations mentioned in Article 4, who in accordance with organizational charts are not responsible for teaching, but due to need, while carrying out their organizational job, are also chosen to teach.

Article 6. Invited teachers are those who are not in the employ of the force or organization mentioned in Article 4 but, because of their educational degrees or experience in a particular field are invited to teach or give a lecture.

Chapter II: Hiring Instructors

Article 7. In regards to employing instructors in addition to the general employment requirements cited in Article 29 of

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the military law of the Islamic Republic of Iran, the following special requirements are necessary.

A. Having at least an educational degree equal to the graduates of the teaching intended.

B. Ability to speak well and make the subject understood.

C. Necessary ability and organization for administering group teaching.

Note. Practical teachers who have sufficient experience and skill will be exempted from the conditions in Paragraph A, with the approval of the Technical Skill Evaluation Committee cited in Article 41 of the military law of the Islamic Republic of Iran.

Article 8. The salary and benefits of organizational instructors and the arrangement for their promotions and other personnel affairs shall be subject to the regulations of the military law of the Islamic Republic of Iran and related implemental bylaws.

Chapter III: Special Requirements in Choosing Teachers

Article 9. The special requirements for choosing organizational teachers are as follows:

A. Having the requirements cited in Paragraphs B and C and the Note to Article 7 of these bylaws, as verified by the Education Council of the related organization.

B. Passing the Instructor Training Course, if needed, upon the determination of the Educational Council of the related organization.

Note 1. The rules of the Teachers Training Course, the length of the course, its content, and the method for its establishment will be determined by the related organization.

Note 2. Choosing the teachers from among the top 10 percent of the graduates of Training Center schools or Technical Schools of the forces and organizations cited in Article 4 is allowed.

Article 10. The necessary conditions for choosing nonorganizational and invited teachers are as follows:

A. Firm knowledge of the material to be taught.

B. Ability to make the subject understood and the necessary organizational skills.

C. Management and administration skills in the classroom.

Article 11. Determination of the requirements cited in Articles 7, 9, and 10 will be made by the Educational Council of the related organization.

Chapter IV: Rules of Teaching and Payment of Teaching Fees

Article 12. The hours for teaching of the organizational teachers shall be on the basis of the Educational Center in accordance with the following chart:

Courses and Educational Centers	Hours of Teaching (Theory) Per Month Without Receiving Teaching Pay During the Hours of Service	Maximum Hours of Teaching (Theory) Every Month in Exchange for Receiving Teaching Pay During the Hours of Service
1. Strategic Sciences University	48	16
2. Command and Headquarters College and similar levels	56	18
3. Military Training and similar levels	80	26
4. Upper division course and similar levels	75	25
5. Introductory course and similar levels	75	25
6. Military Sciences College and similar levels	60	20
7. Specialized and supervisory courses, foreign languages, and similar levels	80	40
8. Military training and similar levels	90	30
9. Schools, technical schools, and similar levels	90	30

Note 1. Every three hours of practical teaching is equivalent to two hours of theoretical teaching.

Note 2. Those who are among the organizational personnel of the related educational and cultural centers but are assigned continuously and on a full-time basis for at least one month to other cultural and educational units for teaching, in terms of the regulations of this article and other related articles are considered organizational teachers.

Note 3. In emergencies and in exceptional cases, upon the approval of the highest official of the "related force or organization," the teaching may be carried out outside the hours of service, in which case, if the organizational teachers are invited to teach, their teaching fees will be calculated and paid in accordance with the chart of Article 18.

Note 4. Regulating the training programs must be such that maximum use of the on-duty hours of the organizational teachers is made possible during the on-duty hours of service.

Note 5. The on-duty monthly hours of teaching of the chairmen of the committees and educational groups of

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"cultural or educational centers" will be 30 hours, and those who hold these positions can, in addition to the above-mentioned hours, receive a maximum of 20 hours teaching pay per month.

Note 6. Determination of the equivalent levels of courses and educational centers cited in the chart of this article is the responsibility of the related "force or organization."

Note 7. The hours determined in the chart are only for theoretical teaching in the classroom and will not include time for preparing questions, correction of papers, care, and supervision.

Note 8. In exchange for every 10 hours of teaching of organizational teachers in the educational centers, five hours will be deducted from their monthly hours of duty in the above chart, and in regards to teachers of the above-mentioned centers in Lines 1-6 (inside), only the period of their teaching in these centers will be calculated in their teaching history.

Article 13. The period allowed for teaching, whether Military or civilian, in exchange for the teaching fee during the hours of service in all courses and centers mentioned in the chart of Article 12 of these bylaws and courses of the same level, will be 32 hours.

Note 1. The teaching fee for those subject to this article will be paid at the level established in the chart of Article 18.

Note 2. The teaching of nonorganizational teachers in the hours of service shall be subject to the approval of their organization.

Note 3. Organizational teachers who are assigned to teach in a unit outside their organizational affiliation in the related educational unit, adhering to the contents of Note 2 of Article 12 and other regulations of these bylaws, will be treated as nonorganizational teachers.

Article 14. To teachers who are assigned to teach in other geographical regions, in addition to their teaching pay, they will be paid extra assignment pay in accordance with the related bylaws.

Article 15. The period of teaching and level of teaching pay of invited teachers as well as qualified retired persons who are invited to teach in accordance with the related regulations in the "cultural or educational" centers referred to in Lines 1-6 of the chart to Article 12 of these bylaws shall be in accordance with the teaching fees applicable to universities.

Article 16. The period allowed for monthly teaching of invited teachers as well as qualified retired persons who are invited in accordance with the related regulations to teach in the categories referred to in Lines 7, 8, and 9 of the chart to Article 12 of these bylaws will be a maximum of 100 hours of theoretical teaching (150 hours of practical teaching), and their teaching fee shall be in accordance with the chart to Article 18.

Article 17. Foreign language teachers will be treated in accordance with the contents of these bylaws in terms of allowed period of teaching and other regulations.

Note. The teaching fee of invited foreign language teachers in the Language Teaching Centers of forces and organizations subject to these bylaws shall be 10 salary units per hour, and for every year of continuous teaching history in the above-mentioned centers, one-fourth of a salary unit will be added to their teaching fee and will in no instance exceed 15 salary units.

Article 18. The level of teaching fees of the organizational and nonorganizational teachers, with consideration for the military and nonmilitary educational degrees and the categorization of the cultural and training centers, shall be in accordance with the following chart.

Note 1. What is meant by unit cited in the chart to this article is the coefficient of the calculation of the personnel salary in the Military of the Islamic Republic of Iran and its later changes.

Note 2. When necessary and upon the determination of the Educational Council of the related organization, adding up to a maximum of five units to the above-mentioned units is permissible.

Note 3. The teaching fees for organizational and nonorganizational teachers in the courses in the curricula ratified for university levels of those subject to these bylaws, which have been approved by the Supreme Council of Planning of the Ministry of Culture and Higher Education shall be calculated and paid in accordance with the regulations applicable to the universities and higher education centers in the country.

Note 4. Determination and verification of the level of seminary education of clerics is the duty of the "Office of Islamic Propagation of Qom Seminary" or the "Management Council of Qom Seminary."

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	Education of Teachers							
	Graduates of Strategic Sciences College and Those With Doctorates or Jurisprudential Seminary Degrees	Graduates of Command and Headquarters College and Those With Masters or Completion of Seminary Degrees	Graduates of Upper Division Introductory Courses		Graduates of the Second Course of Military Sciences College and Specialized and [? Sath] Seminary Degrees	Graduates of First Course of Military Sciences College and Those With Associate Degrees	Graduates of Specialized and Supervisory Courses and Those With Diplomas and Introductory Seminary Degrees	Graduates of Military Schools and Those With Less Than a Diploma
Courses and educational and cultural centers			Masters	Besides Masters				
Strategic Sciences University and similar levels	20 units	16 units	—	—	—	—	—	—
Headquarters Command College and similar levels	20 units	16 units	14 units	—	—	—	—	—
Military school course and similar levels	18 units	15 units	13 units	11 units	11 units	10 units	9 units	8 units
Upper division courses and Similar Levels	18 units	15 units	13 units	11 units	11 units	10 units	9 units	8 units
Elementary courses and similar levels	18 units	15 units	13 units	11 units	11 units	10 units	9 units	8 units
Military Sciences College and similar levels	18	15 units	13 units	11 units	11 units	9 units	9 units	8 units
Specialized and supervisory foreign language courses and similar levels	—	14 units	12 units	10 units	11 units	9 units	8 units	7 units
Military school and similar levels	—	—	11 units	10 units	11 units	9 units	8 units	7 units
School or vocational school and similar levels	—	—	11 units	10 units	11 units	9 units	8 units	7 units

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Article 19. The teaching fees for organizational and nonorganizational physical education instructors for every hour of teaching will be determined according to the following chart:

Instruction Degree	Those With International Instructor's Certificates	Those With First-Rank Instructor's Certificate	Those With Second-Rank Instructor's Certificate	Those With Third-Rank Instructor's Certificate
Educational degree of the instructors				
Doctorate in physical education	15 units	13 units	11 units	10 units
Master's degree in Physical education	13 units	11 units	10 units	9 units
Bachelor's degree in physical education	11 units	10 units	9 units	8 units
Associate degree in physical education	10 units	9 units	8 units	7 units
Instructors lacking educational degrees in physical education	9 units	8 units	7 units	6 units

Note 1. The level of monthly teaching of organizational physical education instructors in the hours of service without receiving a teaching fee is 90 hours. Such instructors in the hours of service, in addition to their monthly duty teaching amount, may have up to a maximum of 40 hours of paid teaching.

Note 2. Two units will be added to the hourly teaching fee level of instructors who have national championship titles.

Note 3. The nonorganizational physical education instructors in regards to payment of a teaching fee will be treated in accordance with the chart of this article and in connection with other regulations in accordance with the articles cited in these bylaws.

Article 20. For the services of invited lecturers, based on the case, position, information, and specialty of the lecturer as determined by the "commander or director" of the section that has invited him, for every session a fee of up to a maximum of 50 salary units will be paid, provided it would not exceed five sessions per month.

Chapter V: Rules for Testing

Article 21. For courses that are taught for more than 17 hours, an independent examination will be made, and if the period of instruction is less than 17 hours, the examination will be in conjunction with other subjects.

Article 22. The fees for writing questions on the basis of the examination time in accordance with the source cited in the chart of Article 18 of these bylaws will be determined as follows:

A. For essay questions the answers to which are descriptive, equivalent to the time of the examination.

B. For essay questions in the form of problems, three times the period of examination.

C. For multiple choice (text) questions, five times the period of examination.

D. For combination essay/multiple choice questions, three times the period of examination.

Note 1. The time for carrying out the examination will be determined with the opinion of the examining organization.

Note 2. The number of persons writing the questions in every subject will be a maximum of three persons, each of whom will deserve payment for writing questions at the level of hours determined above.

Article 23. The fees for correction of examinations shall be based on the time of testing and will be paid on the basis of the following calculation.

A. For correcting essay questions, at the level of the number of persons examined multiplied by one-sixth of the examination time.

B. For correcting essay examinations in the form of problems, the number of persons examined multiplied by one-eighth of the examination time.

C. For correcting examinations, the number of persons examined multiplied by one-tenth of the examination time.

Article 24. The examination time for interviews, practical work, physical education, and the like will be determined with the approval of the commander of the related unit and on the basis of the regulations in these bylaws.

Article 25. As regards monitoring written examinations, for every 30 persons examined, there will be one monitor, and when necessary, for less than 30 persons examined a monitor may be appointed. The fees for supervision and monitoring will be paid at the level projected in the chart for Article 18 of these bylaws.

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Note. Monitors and supervisors of tests will by no means be paid for monitoring and supervising during the hours of service.

Article 26. In terms of teaching fees, courses and educational and cultural centers that are subject to the regulations of these bylaws, as projected in the chart to Article 12, and classes and other educational courses as necessary and approved by the highest official of the related "force or organization" will be subject to these bylaws.

Article 27. Time totalling less than half an hour will not be calculated in the payment of teaching fees, examination fees, and the like, but time over half an hour will be calculated as one hour.

Article 28. These bylaws are mandatory to be implemented from the date of ratification, and regulations contrary to them are repealed.

Prime Minister Mir Hoseyn Musavi

Section 2: Bylaws for Overtime Work of Technical and Health Personnel of the Military of the Islamic Republic of Iran, Ratified on 27/03/1368 [7 June 1989] by the Cabinet[2]

Chapter I: General Points

Article 1. In the implementation of Article 150 of the military law, technical personnel who are engaged in manufacturing and repair and also personnel who are engaged in health affairs and whose work becomes necessary in off-duty hours will be paid overtime in accordance with the regulations of these bylaws.

Article 2. Determination of the necessity to continue work in off-duty hours will be the responsibility of the highest official of the related force or organization.

Article 3. The personnel subject to these bylaws who in off-duty hours are in charge of guarding or are on assignment and benefit from assignment extra pay are not eligible for overtime.

Article 4. Those with doctorate degrees in the medical (medicine, dentistry, veterinary medicine, pharmacology, laboratory science) and paramedical and health groups, while they benefit from the advantages of Article 1 of the law on permission to be paid for inability to have [private practice] offices, if they serve every month more than 60 hours outside the official hours, they will receive the equivalent of the hours exceeding the above-mentioned 60 hours in hourly overtime pay, in accordance with the regulations in these bylaws.

Note. For overtime hours cited in these bylaws, two payments from two funds simultaneously is not allowed.

Article 5. Overtime in other than service hours is categorized as follows:

A. Overtime for tasks the result of which cannot be measured and counted.

B. Overtime (agreement) for tasks the result of which can be measured and counted.

Note. Overtime cited in Paragraph B is only for technical personnel and for the purpose of increasing production and repair, and its level will be determined by careful measurement of work, standardization of time for each activity, and determining the nominal and practical capacity of every piece of equipment or unit in accordance with guidelines to be ratified by the Salary and Wages Council and will be calculated on the basis of the following formula:

Overtime hours x level of production level of production standard = additional hours of payable work [formula as published]

Chapter II: Method of Calculating Overtime

Article 6. Overtime work subject to these bylaws will be calculated and paid on the basis of the following formula:

Overtime Work Hours x Total Monthly Salary and Benefits/150=Payable Amount

Note. Personnel who work overtime in the second shift (from 1500 to 2300) and third shift (from 2300 to 0700 the next morning), in addition to the amount cited in this article, will receive overtime.

Article 7. Maximum overtime work payable to the personnel subject to these bylaws is 120 hours per month.

Article 8. In one manufacturing, repair, or health complex, if the duties and specialized job requires it, the related force or organization may employ all or some of the technical and health personnel of that complex in overtime work.

Prime Minister Mir Hoseyn Musavi

Section 3: Implemental Bylaws of the Job Benefits of the Personnel Subject to the Military Law of the Islamic Republic of Iran, Cited in Article 139 of the Above Law, Ratified on 05/09/1368 [26 November 1989] by the Cabinet[3]

Article 1. The personnel of the permanent and contract cadre subject to the military law of the Islamic Republic of Iran, ratified on 07/07/1366 [29 September 1987], in accordance with the regulations of these bylaws, will receive a monthly amount as job benefits.

Article 2. The job benefits cited in these bylaws in ratio to the advantage resulting from each of the following six factors will be paid for occupations that in an unusual manner have one or several of the following factors:

A. Complexity of job

B. Difficulty of job

C. Risk of danger

D. Sensitivity and seriousness of responsibility of job

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E. Physical stress of the job

F. Necessary skills in specialized jobs

Article 3. The above-mentioned benefits are only for the job and have no connection with the rank of the employee; those personnel can make use of it who serve in the performance or organization of that job.

Note 1. The personnel who in practice serve in the job of ratified organizations or the ratified jobs of temporary organizations, after acquisition and the verification of their ideological, security, and performance competence with the written order of the official who has the authority to appoint them in that job, shall receive the benefits of that job.

Note 2. In cases of change of job, until the next appointment and for a maximum period of two months, the personnel may receive the benefits of the previous job.

Note 3. Personnel who in actuality and officially are in charge of more than one job shall receive the benefits of the higher job.

Article 4. Personnel in captivity, held hostage, missing, affiliated, and assigned to service shall be paid the benefits of the last job.

Note 1. Personnel in trial service status will also receive the benefits of the related job.

Note 2. Personnel with assignments cited in the Note to Article 90, Note 1 of Article 92, and Article 93 of the military law are also subject to the regulations of this article.

Note 3. Personnel assigned to service inside the Military, the Ministry of Defense and Armed Forces Logistics, and their affiliated organizations whose jobs in their place of assignment have been projected in the charts of the organization are exempt from this article and shall receive the benefits of the job of the place of assignment.

Note 4. Personnel in captivity, held hostage, or missing will receive an annual 5-percent increase in job benefits during the above-mentioned period.

Article 5. Personnel in the service status of relieved of duty or suspended from service and also during detainment, as cited in Paragraph G of Article 103 of the military law, will not receive job benefits.

Note. Personnel who due to a warrant issued by proper judicial authorities have been arrested and then their detainment period has been changed to affiliated are subject to Article 4 of these bylaws.

Article 6. Except for leave without pay, in other types of leave, personnel will receive the related job benefits.

Note. Personnel in a part-time service status will receive one-half of the related job benefits.

Article 7. Students of the Training Centers of the Armed Forces of the Islamic Republic of Iran who at the start of employment pass flight, seamanship, ranger, and airborne training will receive from the date of the start of practical training in the first and second year of education 35 percent, and from the third year on, 50 percent, of the benefits of the job in which they are being trained.

Article 8. Self-sacrificers whose injury to limb or limbs or loss of proficiency is at a level at which continuation of service is difficult or who have lost the ability to serve in the job held prior to becoming a self-sacrificer, if the benefits of the new job decrease compared to the job at the time of becoming a self-sacrificer, they shall be paid the benefits of the job held at the time they became self-sacrificers.

Article 9. Measurable amounts on the basis of these bylaws with regard to any job shall be correlated in the benefits of the above-mentioned job performed satisfactorily. In exceptional cases, the commanders and directors described below may take steps, with consideration for the high or undesirable quality of job performance of the personnel, increase or decrease up to 25 percent of the job benefits within the limits of the ratified funds for the maximum period mentioned in the following paragraphs:

A. Lieutenant Generals and those of the same level, up to six months.

B. Major Generals and those of the same level, up to four months.

C. Brigadier Generals and those of the same level, up to two months.

Note. Increases or decreases mentioned in this article by the above official or officials in any case must not exceed six months every year for each of the personnel.

Article 10. The benefits of each of the jobs cited in these bylaws equals the result of the multiplication of the total allowable benefits of the job intended by the rial coefficient of the salary of those eligible for the military law of the Islamic Republic of Iran.

Note. In the year of the ratification of these bylaws, a percentage of the job benefits cited in this article will be paid, considering the shortage of existing ratified funds, and in the following years will increase with consideration of the increase in the ratified funds (Articles 1 and 2) up to the maximum amount of 100 percent.

Article 11. The personnel, administrative, or adjutant deputy director of the forces and organizations subject to the military law will calculate the job benefits of the related force or organization on the basis of the contents of these bylaws in expert committees formed for this purpose and send them to the first Department of the Joint Headquarters of the Military of the Islamic Republic of Iran for examination and coordination in the expert committees that will be formed in that department, with the participation of the representatives of the above-mentioned forces and organizations.

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Article 12. The coordinated jobs benefits in accordance with the above article are payable upon the approval of the General Command of the Armed Forces.

Article 13. Any change or amendment to these bylaws and attachments will be made by the Ministry of Defense and Armed Forces Logistics with the cooperation and coordination of the Joint Headquarters of the Islamic Republic of Iran and the related forces and organizations and approved by the Cabinet.

First Vice President Hasan Habibi

A. Complexity of job. This factor evaluates the knowledge needed for the job, including the level of education and Military or specialized training, the level of the type and method of use of information, and experience gained through the number of needed service rank promotions for the educational levels needed for each job, as well as the requirements related and unrelated to the nature of the job, and is divided into the following secondary factors.

1. Necessary knowledge to acquire the job consists of the total necessary scientific and specialized knowledge for performing the duties of the job, which are divided into the following factors:

a) Level of education. This factor is calculated on the basis of the educational degree and knowledge acquired through military or specialized training at the start of the needed service for the job and its advantages are determined as described in the following chart.

Chart No. 1: Advantages of the Level of Education

Line	Various Educational Levels Needed for the Job	Advantage
1	Illiterate	0
2	Ability to read and write	8
3	Elementary school certificate (new or old educational system)	12
4	Passing military school with certificate of completion of elementary school (or its equivalent)	15
5	Certificate of completion of middle school or junior high school	18
6	Passing military school with educational certificate of completion of middle school or junior high school (or its equivalency)	20
7	High school diploma	22
8	Industrial, technical, or vocational high school diploma	24
9	Passing military school with a high school diploma	24
10	Associate degree in nontechnical fields	26
11	Associate degree in technical fields	28
12	Passing the first course of studies of the Military Sciences College or its equivalent	28
13	Bachelor's degree in nontechnical fields	30
14	Bachelor's degree in technical fields	32
15	Passing the second course of studies of Military Sciences College or the complete course of the Military Sciences College (or its equivalent)	32
16	Master's degree in nontechnical fields	34
17	Master's degree in technical fields	36
18	Doctorate in nontechnical, nonmedical fields	38
19	Doctorate in technical fields	40
20	Doctorate in medical field	45
21	Post-doctorate in all medical, technical, or nontechnical fields	50

Remarks.

1) The above chart will be used for Military and employment jobs of Paragraph A of Article 31 of the military law of the Islamic Republic of Iran and joint Military and employee jobs.

2) If in the qualifications for acquiring a job more than one educational level is mentioned, the average advantage of the highest and lowest degree will be calculated and used in this factor.

b) Level of Military or specialized training. This factor takes into consideration the training courses needed for the job and its advantage is determined as described in the following chart.

Chart No. 2: Advantage of Level of Military or Specialized Training Needed To Acquire a Job

Line	Name of Course or Level of Training	Advantage
1	Strategic Sciences University course	18
2	Command and Headquarters University course	8
3	Upper division course	4
4	Introductory course	2
5	Supervisory course	2
6	Specialized course	1
7	Other needed training/specialized courses or short-term explanatory courses or training, up to 3 months and more than 1 month	1
8	Other needed training/specialization courses, up to 6 months and more than 3 months	2
9	Other needed training/specialized courses, up to 1 year and more than 6 months	4
10	Other needed training/specialized courses, more than 1 year	8

Remarks.

1) In determining advantages, this chart has only considered the highest.

2) If the job is joint, the highest advantage (regardless of Military or employment appointment in the job) will be considered.

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3) Military or specialized training at the start of service (start of employment), during which time the personnel receive a student salary, is not included in this chart.

4) If the needed training for the job results in acquiring an educational degree cited in Chart No. 1, the above-mentioned job will not receive the training advantage discussed in this chart.

2. The level, type and method of using information. This factor is categorized as described in the following chart with consideration for the importance, value, and variety of the information related to the (political/Military, operational, technical, logistical, financial, personnel, and administrative) job on the basis of the organizational class to which the job belongs and the quality and use of the information.

Chart No. 3: Advantage of Level, type, and Method of Use of Information

		Organizational Class of the Job						
Line	Use of Information	Job Class 1	Job Class 2	Job Class 3	Job Class 4	Job Class 5	Job Class 6	Job Class 7 and Higher
1	Assessment and decision-making	112	96	80	64	48	32	16
2	Analysis and coordination	56	48	40	32	24	16	8
3	Categorization, calculation, comparison, and exchange	28	24	20	16	12	8	4
4	Collection	14	12	10	8	6	4	2

Remarks. Artistic jobs are in assessment and decision making, and their organizational class is at least 5.

3. Number of promotions. This factor takes into consideration the number of service rank promotions needed from the educational level necessary for the job, and its advantage is determined on the basis of the number of promotions from the first rank at the educational level needed for the job in accordance with the following chart.

Chart No. 4: Advantage of Number of Promotions

	Number of Promotions From the First Rank at the Educational Level Needed for the Job								
Educational Level Needed for the Job	0	1	2	3	4	5	6	7	8 and Above
Completion of elementary school	0	1	2	3	4	5	6	7	8
Completion of middle school	0	2	4	6	8	10	12	14	16
Completion of high school or equivalent	0	3	6	9	12	15	18	21	24
Completion of associate degree or equivalent	0	4	8	12	16	20	24	28	32
Bachelor's degree or equivalent	0	5	10	15	20	25	30	35	40
Master's degree or completion of [?Dafus] Course	0	6	12	18	24	30	36	42	48
Doctorate	0	7	14	21	28	35	42	49	56
Post-doctorate	0	8	16	24	32	40	48	56	64

Remarks.

1) This chart is used only for Military and employment jobs of Paragraph A of Article 31 of the military law of the Islamic Republic of Iran or joint jobs.

2) If in the qualifications for acquiring the job more than one level of education is mentioned, the advantage of the average of the highest and lowest degrees will be calculated and used in this factor.

4. Requirements related and unrelated to the nature of the job. This factor takes into consideration the requirements explicitly stated in the description of duties and qualifications to acquire the job and need for special experience related or unrelated to the nature of the job, and its advantage is determined and described in the following chart.

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Chart No. 5: Advantage of Requirements Related and Unrelated to the Nature of the Job

Organizational Class	Type of Requirement	
	Requirement for a Service History or Experience in Lower Jobs	Requirement of Ability Unrelated to the Main Nature of the Job
1x2	6	8
3x4	5	7
5x6	4	6
7 and higher	3	5

Remarks. If the job has both requirements cited in the above chart, it will receive the total of the related advantages.

B. Difficulty of job. This factor evaluates the job in terms of physical activity of the employee, job environment, and difficulty of the job in neurological and psychological terms as well as work shifts and is divided into the following secondary factors:

1. Physical activities: Consisting of total necessary physical activities for performance of the duties of the job and its advantage with consideration for the factors, including concentration, movement, and transportation, are determined as described in the following chart.

Chart No. 6: Advantage of Physical Activity

Type of Activity		Line	Description of Physical Activity	Period of Time Per Day			
				1-2 Hours	2-4 Hours	4-6 Hours	More Than 6 Hours
A	Concentration	1	Concentration of one of the senses in performing the duties of the job	2	4	6	10
		2	Concentration of more than one of the senses in performing the duties of the job	4	8	12	16
B	Movement	3	Continuous walking, sitting, or going up and down in performing the job	2	4	6	8
		4	Continuous standing in performing the job	4	6	8	10
		5	Continuous movement of limbs in performing the job	4	8	12	16
C	Transportation	6	Moving objects of 10-20 kg	2	4	6	8
		7	Moving objects 20-30 kg	2	6	8	10
		8	Moving objects 30 kg and over	4	8	12	16
		9	Pushing or pressing objects from 100-150 kg	2	4	6	8
		10	Pushing or pressing objects from 150-300 kg	4	6	8	10
		11	Pushing or pressing objects more than 300 kg	4	8	12	16

Remarks. In cases when the job has the advantage of the factors of concentration, movement, and transportation in a combined form, the total advantage of the above cases will be calculated and used.

2. Conditions of the work environment consist of the total unusual and unsuitable conditions of the work environment, and its advantage will be categorized as described in the following chart with consideration for the critical nature of the level and the time period of unusual conditions.

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Chart No. 7: Advantage of Conditions of the Job Environment

Row	Type of Condition of Job Environment	Severity and Level	Period of Time Spent Under Unusual Conditions			
			1-2 Hours	2-4 Hours	4-6 Hours	More Than 6 Hours
1	Excessive cold; excessive heat; excessive humidity	Very little	0	0	0	0
		Little	1	2	3	4
		Average	2	4	6	8
		Very much	4	8	12	16
2	Little or strong light; work in noisy environment; excessive loneliness; dirty or polluted environment; work in prisons or detention centers or guarding prisoners; work at heights with danger of fall	Very little	1	2	3	4
		Little	2	4	6	8
		Average	4	8	12	16
		Very much	6	12	18	24
3	Smoke; steam; dust and particles in the air; offensive odor	Very little	2	4	6	8
		Little	4	8	12	16
		Average	6	12	18	24
		Very much	8	16	24	32
4	Work in closed and unsatisfactory space; work in mines; work in shaking and vibrating conditions; work in microbe-infested environment (pollution or contact with viruses or microbes); work in environment with contact with explosives (manufacture, depot, installation, or neutralization)	Very little	6	12	18	24
		Little	8	16	24	32
		Average	10	20	30	40
		Very much	12	24	36	48
5	Work under conditions of low or high pressure (positive or negative); work in direct contact with harmful rays; work in direct contact with poisonous and dangerous gasses; work in environment of obligatory contact with ferocious or deadly stinging animals; work with psychological patients	Very little	8	16	24	32
		Little	10	20	30	40
		Average	12	24	36	48
		Very much	14	28	42	56

[Table as published]

Remarks.

1) If the job in each of the lines of the above chart has more than one of the factors, the total of the advantage will be used, provided the maximum does not exceed twice the advantage of the related higher line.

2) The advantage of the factor of work under little and very high pressure (C positive or negative), cited in Line 5 above, for flight in supersonic fighter airplanes will be twice the advantage indicated in the chart.

3) If the job has a combined advantage of Lines 1, 2, 3, 4, and 5 of the above chart, the total advantage of the related lines will be calculated and used.

3. Difficulty of job, psychologically and neurologically. This factor evaluates the level of difficulty of the job in terms of neurological and psychological stress inflicted on the employee in performing the duties and responsibilities of the job, and its advantage is determined as described in the following chart, with consideration for the nature and quality of the duties of the job.

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Chart No. 8: Advantage of Psychological and Neurological Strain of the Job

Paragraph	Type of Activity	Line	Quality of Activity	Advantage
A	Performance of simple operations and affairs	1	Support for combat services	5
"	"	2	Combat support	10
"	"	3	Combat	15
B	Performance of relatively difficult operations and affairs	4	Support for nontechnical combat services	5
"	"	5	Support for technical combat services	10
"	"	6	Nontechnical combat support	10
"	"	7	Technical combat support	15
"	"	8	Combat	20
C	Performance of difficult operations and affairs	9	Support for nontechnical combat services	10
"	"	10	Support for technical combat services	15
"	"	11	Nontechnical combat support	15
"	"	12	Technical combat support	20
"	"	13	Combat	25
D	Performance of very difficult operations and affairs	14	Support for nontechnical combat services	15
"	"	15	Support for technical combat services	20
"	"	16	Nontechnical combat support	20
"	"	17	Technical combat support	25
"	"	18	Combat	30
E	Performance of extraordinarily difficult operations	19	Combat services support	25
"	"	20	Combat support	30
"	"	21	Combat	40

Remarks. Any job may receive the advantage of one of the lines cited in Paragraphs A, B, C, D, or E.

4. Work time and shift. This factor considers various types of service in jobs that require performance on a rotation basis (work time and shift), and its advantage is determined as described in the following chart.

Chart No. 9: Advantage of Work Time and Shift

Line	Type of Work Time and Shift (Advantage for Every Month Per Year)	Advantage
1	Rotating three 8-hour work shifts	1.5
2	Rotating two 12-hour work shifts	2.5
3	Rotating two 8-hour work shifts, which includes night to morning	2
4	Rotating one 24-hour work shift (24 hours shift, 24 hours rest)	1
5	Rotating one 24-Hour work shift (24 Hours shift, 48 Hours rest)	3
6	Rotating one 24-Hour work shift (24 Hours shift, 48 Hours rest)	2
7	Rotating 12-16 hours (every other day)	2.5

Remarks:

1) Rotating guard and watch are not included in this chart.

2) Technical (manufacture and repair) and health jobs, if they receive overtime for rotation and shifts, will not receive the advantage of this factor.

C. Accepting risks. This factor evaluates the risks due to the job or because of it, which may occur as a result of performing the duties and responsibilities of the job, and its advantage is as described in the following two charts.

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Chart No 10: Advantage of Accepting Job Risks

Paragraph	Line	Type of Likely Danger Due to the Job	Probability of Danger			
			Very Little	Little	Course	High
A	1	S/uperficial injuries	0	10	20	30
"	2	Extensive injuries	0	40	60	80
"	3	Minor loss of body part	0	20	40	60
"	4	Major loss of body part	0	60	80	100
"	5	Complete disability	0	80	110	140
"	6	Death	0	100	130	160
B	7	Minor physical or neurological disorders	0	10	20	30
"	8	Serious or chronic physical or neurological disorders	0	30	45	60

Remarks.

1) In determining the advantage in this chart, the results of the advantage resulting from one of the Paragraphs, A or B, can be added.

2) The advantage of a combat job, considering the type, ratio, and probability of risks resulting from or due to the job during war and peace time will be determined by the average of the above-mentioned instances.

3) If there is the likelihood of danger due to adjoining jobs or work environment, they must be taken into consideration in determining the advantage of this factor.

Chart No. 11: Advantage of Accepting Risks of Special Jobs

Line	General Titles of Special Jobs	Advantage
1	Piloting supersonic, bomber, stalker, or reconnaissance planes; deep-sea diving operations; naval ranger jobs, SBS (ranger with deep-sea diving features)	200
2	Cobra helicopter piloting; naval ranger jobs, SBS (ranger with shallow diving features); damp submarine jobs; jobs in special forces with free-fall features	160
3	Special forces jobs; naval ranger jobs; shallow diving operations or nonoperational deep-sea diving; combat vessel unit jobs; piloting of armed PC-7 airplanes; piloting 747, 707, C-130, P3F, or maritime airplanes; piloting antisurface or antisubmarine helicopters or minesweepers or Chinooks	130
4	airborne ranger jobs; logistic combat vessel unit jobs; piloting unarmed F-27 or PC-7 Falcon or Jetstar airplanes; piloting other types of helicopters	100
5	Other types of airplanes	80

Remarks.

1) If new flying equipment is used at the suggestion of the related force or organization and with the approval of the Joint Headquarters of the Military of the Islamic Republic of Iran, it will be included in one of the above lines.

2) Nonpilot flight jobs in Lines 2, 3, 4, and 5 above will receive one-half the advantage of the above chart.

3) If flight training is done on the basis of organizational decisions and necessity by qualified pilots in jobs cited in this chart with flying equipment with a lower advantage, the above-mentioned flight instructor job will receive a higher advantage than the first job.

D. Sensitivity and weightiness of responsibility. This factor evaluates the area of supervision, the organizational access of the job, the level of supervision and control, and the effects of duties and responsibilities of the job in performing the assignment of the organization and preventing the waste of manpower, material, financial resources, and equipment and is divided into the following secondary factors.

1. The area of supervision and overseeing of a job. This factor evaluates the expansion of the supervisory area as well as the area of overseeing and control of the job over the organizational class and is divided into detailed factors as described below.

a) The area of supervision and job guidance consists of supervision and guiding the personnel of the affiliated organizational classes, and its advantage is determined on the basis of the number of personnel and organizational class in which the job is located.

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Chart No. 12: Advantage of Area of Supervision and Job Guidance

Line	Area of supervision job guidance	Organizational Class						
		1	2	3	4	5	6	7 and Above
1	Supervision and guidance of one person	30	25	20	15	10	5	0
2	Supervision and guidance of 2-5 persons	35	30	25	20	15	10	5
3	Supervision and guidance of 5-10 persons	40	35	30	25	20	15	10
4	Supervision and guidance of 10-15 persons	45	40	35	30	25	20	15
5	supervision and guidance of 15-20 persons	50	45	40	35	30	25	20
6	Supervision and guidance of 20-25 persons	55	50	45	40	35	30	25
7	Supervision and guidance of 25-30 persons	60	55	50	45	40	35	30
8	Supervision and guidance of 30-35 persons	65	60	55	50	45	40	35
9	Supervision and guidance of 35-40 persons	70	65	60	55	50	45	40
10	Supervision and guidance of 40-45 persons	75	70	65	60	55	50	45
11	Supervision and guidance of 45 or more persons	80	75	70	65	60	55	50

b) The area of supervision and job control consists of direct or indirect supervision and control over the personnel of the affiliated organizational classes, and its advantage is determined on the basis of the number of personnel, as described in the following chart.

Chart No. 13: Advantage of Areas of Supervision and Job Control

Line	Area of Supervision and Job Control	Advantage
1	Supervision and control over 5-10 persons	3
2	Supervision and control over 10-20 persons	5
3	Supervision and control over 20-50 persons	10
4	Supervision and control over 50-100 persons	15
5	Supervision and control over 100-200 persons	20
6	Supervision and control over 200-500 persons	25
7	Supervision and control over 500-1,000 persons	30
8	Supervision and control over 1,000-2,000 persons	40
9	Supervision and control over 2,000-5,000 persons	50
10	Supervision and control over 5,000-10,000 persons	60
11	Supervision and control over 10,000-25,000 persons	70
12	Supervision and control over 25,000 persons	80

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2. Level of effect of decisions and actions. This factor evaluates the level of the effect of decisions and actions of the employee on the levels of the organization, force, or affiliated organization of the Military of the Islamic Republic of Iran, the Armed Forces of the Islamic Republic of Iran, and the country, and its advantage is as described in the following chart:

Chart No. 14: Advantage of the Level of the Effect on Decisions and Actions

Line	Level of Effect of Decision and actions	Advantage
1	Decisions and actions only effecting the organizational classes/guilds under command	10
2	Decisions and actions effecting the organizational classes/guilds of the same level	15
3	Decisions and actions effecting higher organizational classes/guilds	20
4	Decisions and actions effecting the determination of the policy of the related force or organization	30
5	Decisions and actions effecting the determination of the policy of the military of the Islamic Republic of Iran	40
6	Decisions and actions effecting the determination of the policy of the Armed Forces of the Islamic Republic of Iran	50
7	Decisions and actions effecting the political/military policy of the country	60

3. Level of responsibility: Consists of the level of the responsibility of the employee with consideration for the duties and responsibilities of the job, and its advantage is determined on the basis of the job classification and organizational class of the job, as follows:

Chart No. 15: Advantage of Level of Job Responsibility

		Organizational Class/Guild						
Line	Job Classification	1	2	3	4	5	6	7 and Above
1	Command/combat jobs	70	60	50	40	30	20	10
2	Line or disciplinary jobs	63	54	45	36	27	18	9
3	Medical and health, technical and engineering; headquarters (design), expert or legal and judicial consultation; artistic, cultural, and educational jobs	86	48	40	32	24	16	8
4	Financial/readiness and support jobs	49	42	35	28	21	14	7
5	Administrative jobs	42	36	30	24	18	12	6
6	Service jobs	35	30	25	20	15	10	5

Remarks. Cultural and educational jobs (professors, instructors); health jobs; implemental repair, maintenance, and renovation jobs; service jobs; and administrative jobs, such as typist, stenographer, file clerk, and similar jobs, are not subject to the regulations of determining the organizational class on the basis of the chart of the organization and their organizational class is determined as follows:

1) Piloting a stalking bomber airplane, specialized medical job, at organizational class 2.

2) General medical (nonspecialist) jobs, expert or legal and judicial consultation, professors and instructors of educational and cultural centers with the educational level of bachelor's degree and higher needed, is organizational class 3.

3) Nonphysical health jobs with a bachelor's degree up to less than a doctorate, instructors of educational and cultural centers with the educational level of bachelor's degree, and implemental repair and maintenance with needed bachelor's and master's degrees, at organizational class 4.

4) Health jobs with required educational degree of diploma and higher (less than a bachelor's degree), instructors of educational and cultural centers with diploma and associate degrees, implemental repair and maintenance jobs with required educational degree of diploma and associate degree, and artistic jobs, at organizational class 5.

5) Health jobs, instructors of educational and cultural centers, service jobs, and implemental repair and maintenance jobs with required degrees lower than a diploma and administrative jobs, such as typist, stenographer, and file clerk, with required degree of diploma and lower, at organizational class 6.

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4. Level of access to classified documents, instruments, and equipment. The advantage of this factor with consideration for the amount and level of access required by the job for classified documents, instruments, and equipment will be determined as described in the following chart.

Chart No. 16: Advantage of Level of Access to Classified Documents, Instruments, and Equipment

Line	Title	Advantage
1	Job with level of access to nonclassified documents, instruments, and equipment	0
2	Job with level of access to confidential documents, instruments, and equipment	5
3	Job with level of access to confidential documents, instruments and equipment	7*
4	Job with level of access to very confidential documents, instruments, and equipment	10
5	Jobs with level of access to very confidential documents, instruments, and equipment	15*
6	Jobs with level of access to secret documents, instruments and equipment	15
7	Jobs with level of access to secret documents, instruments, and equipment	25
8	Jobs with level of access to top secret documents, instruments, and equipment	25
9	Jobs with level of access to top secret documents, instruments, and equipment	30

* [line entries as published]

5. Financial and equipment resources. This factor is evaluated and its advantage is determined on the basis of the importance and value of the financial and equipment resources (cash, valuable papers, equipment, and facilities, except for buildings and unprocessed and consumer goods) related to the job in terms of receiving, paying, production, maintenance, use, and the authority of the employee in purchasing, distribution and maintenance, replacement, approval and control, and supervision over the above-mentioned resources, as described in the following chart.

Chart No. 17: Advantage of Financial and Equipment Resources of the Job

Line	Value of Financial and Equipment Resources (in million rials)	Cash Funds and Valuable Papers (One)	Equipment and Facilities, Raw and Consumer Goods (Two)	Supervision and Control Over Above-Mentioned Operations (Three)
1	0.5-1	4	2	0
2	1-5	6	3	1
3	5-10	9	5	1
4	10-20	13	10	4
5	20-50	17	11	6
6	50-100	21	15	9
7	100-200	26	19	12
8	200-500	31	23	15
9	500-1,000	36	27	18
10	More Than 1,000	42	32	22

Remarks.

1) The advantage of the column of cash funds and valuable papers will be given to the job if the cash funds and valuable papers are directly at the disposal of the employee. If the cash funds and valuable papers are jointly at the disposal of more than one person, the employee will receive two-thirds of the advantage of the related column.

2) If the job has the advantages of columns 1, 2, and 3 together, the total advantage of the related columns will be calculated and included.

E. Physical stress caused by the job. This factor views the physical stress due to the job in terms of continuation of work after duty, on duty (regular or alternate) service, guarding or watch in connection with the nature of the job, and contact with clients and organizational class and is divided into the following secondary factors.

1. Work continuation after daily service: This factor views work continuation after daily service and its advantage is determined on the basis of the following chart.

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Chart No. 18: Advantage of Continuation of Regular Work After Daily Service

Line	Period of Continued Regular Work After Daily Service	Advantage
1	The job by nature requires at least 1 hour of continuation of work	5
2	The job by nature requires at least 1-2 hours of continuation of work	8
3	The job by nature requires at least 2-3 hours of continuation of work	13
4	The job by nature requires at least 3-4 hours of continuation of work	19
5	The job by nature requires at least 4-5 hours of continuation of work	27
6	The job by nature requires at least over 5 hours of continuation of work	40

Remarks. Technical (manufacture and repair) and health personnel will not receive the advantage of this factor if they receive overtime pay in continuing regular work after daily service.

2. Alternate continuation of work after daily service. This factor views the continuation of work alternately after the conclusion of daily service, and its advantage is described in the following chart.

Chart No. 19: Advantage of Alternate continuation of Work After Daily Service

Line	Period of Alternate continuation of Work in the Course of 1 Week	Advantage
1	The job by nature requires 4 hours of work continuation	1.5
2	The job by nature requires 4-6 hours of work continuation	3
3	The job by nature requires 6-8 hours of work continuation	4.5
4	The job by nature requires 8-10 hours of work continuation	6
5	The job by nature requires 10-12 hours of work continuation	7.5
6	The job by nature requires 12-14 hours of work continuation	9
7	The job by nature requires 14-16 hours of work continuation	10.5
8	The job by nature requires 16-18 hours of work continuation	12
9	The job by nature requires 18-20 hours of work continuation	15
10	The job by nature requires 20-22 hours of work continuation	17
11	The job by nature requires 22-24 hours of work continuation	20

Remarks.

1) Technical (manufacture and repair) and health personnel may not benefit from the advantage of this factor if they receive overtime pay for continuation of alternate work after daily service.

2) If the job benefits from the advantage of regular work continuation after daily service, it will not receive an advantage from the above chart.

3) Guarding or watch. This factor views guarding or watch related to the job, and its advantage is determined as described in the following chart.

Chart No. 20: Advantage of Guarding or Watch

Line	Type of Guard or Watch (advantage for each month per year)	Advantage
1	Rotating 8-hour, 3-shift guard or watch	2
2	Rotating 12-hour, 2-shift guard or watch	3.5
3	Rotating 8-hour, 2-shift guard or watch, which includes night to morning	3
4	Rotating 8-hour, 2-shift guard or watch, which does not include night to morning	1.5
5	24-hour rotating guard or watch (24 hours service, 24 hours rest)	4.5
6	24-Hour rotating guard or watch (24 hours service, 48 hours rest)	3
7	12-16 hours rotating guard or watch (every other day)	3.5
8	Obligation to serve full time alternately (24 hours) on all 5 shifts	1.5

Remarks.

1) Guarding or watch unrelated to the job does not receive an advantage of the lines in the above chart, but jobs in which unrelated guarding and watch with the job has been projected in the planning, in ratio to the number guarded, they will only receive the advantage of Line 8 above.

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2) Rotating shifts will not be included in this chart.

3) Technical (manufacture and repair) and health personnel will not receive the advantage of this factor if they receive overtime pay for guard or watch duty.

4) Contact or relations with others due to the job. This factor evaluates the level of contact which the employee has with others (internal organizational and external organizational contact) and is divided into the following components.

a) Contact and relations with clients: Consists of responding to clients inside and outside the organization, and its advantage is determined as described in the following chart.

Chart No. 21: Advantage of Contact and Communication With Clients

Paragraph	Line	Level of Contact and Relations With Clients	Advantage
A	1	Job lacks clients	0
"	2	Job has limited number of clients from related organization, alternately	3
"	3	Job often has clients from the related organization	5
B	4	Job regularly has clients from the related organization	7
"	5	The character of the job is by nature responding to clients from the related organization	10
"	6	Job alternately has limited number of clients from outside the organization	5
"	7	Job often has clients from outside the organization	7
C	8	Job regularly has clients from outside the organization	10
"	9	Job by nature responds to clients from outside the organization	15

Remarks.

1) What is meant by clients from outside the organization (external) are clients who are not subject to the military law of the Islamic Republic of Iran.

2) If the job has clients from inside and outside the organization, it will benefit from the total advantages of Paragraphs B and C.

b) Contact and relations with organizational classes. Consist of organizational contact and communication with various classes inside and outside the organization and its advantages described in the following chart.

Chart No. 22: Advantage of Contact and Communications With Organizational Classes

Paragraph	Line	Level of Contact and Communication with Organizational Classes	Advantages
A	1	The job does not require contact and communications with lower organizational classes and one higher organization class	0
B	2	The job requires limited contact and communications with organizational classes of the same level	3
"	3	The job requires regular contact and communications with organizational classes of the same level	6
C	4	The job requires Limited contact and communications with higher organizational classes	4
"	5	The job requires regular contact and communications with higher organizational classes	8
D	6	The job requires limited contact and communications with classes of the same level outside the organization	5
"	7	The job requires regular contact and communications with classes of the same level outside the organization	10
E	8	The job requires limited contact and communications with higher classes of other organizations	6
"	9	The job requires contact and communications with higher classes of other organizations	12
F	10	The job requires limited contact and communications with foreign officials	10
"	11	The job requires regular contact and communications with foreign officials	15

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Remarks.

1) What is meant by other organizations in the above chart are those which are not subject to the military law of the Islamic Republic of Iran.

2) If the organizational communication of the job is internal organizational and external organizational and contact and communications with foreign officials, it will receive the total of Paragraphs B, C, D, and E, as the case may be.

F. Necessary skills in specialized jobs. This factor views the total of experience and acquired capabilities, quality skill of the job, level of use of tools and equipment, and the skill class of the jobs and is divided into the following secondary factors.

1. Experience levels consist of specialized experience of special jobs of employees of Paragraph B of Article 31 of the military law of the Islamic Republic of Iran, and its advantage is determined on the basis of class and group, as described in the following chart.

Chart No. 23: Advantage of Experience Level

Line	Experience Level (class and group)	Advantage
1	Class 1, Group 1	4
2	Class 2, Group 1	8
3	Class 1, Group 2	8
4	Class 3, Group 1	16
5	Class 2, Group 2	16
6	Class 1, Group 3	16
7	Class 3, Group 2	20
8	Class 2, Group 3	20
9	Class 3, Group 3	30

2. Experience needed for the job: This factor views the number of service rank promotions from the class and group needed for the job, and its advantage is determined on the basis of the number of promotions from the first rank of the class and group of the job, as described in the following chart.

Chart No. 24: Advantage of Experience Needed for the Job

	Number of Promotions From the First Service Rank of the Class and Group Needed for the Job								
Class and Group Needed for the Job	0	1	2	3	4	5	6	7	8 and higher
Class 1 of Group [as published]	0	1	2	3	4	5	6	8	
Class 1, Group 2 and Class 2, Group 1	0	2	4	6	8	10	12	14	18
Class 1, Group 3; Class 2, Group 2; and Class 3, Group 1	0	3	6	9	12	15	18	21	24
Class 2, Group 3 and Class 3, Group 2	0	3.5	7	10.5	14	17.5	21	24.5	28
Class 3, Group 3	0	4	8	12	16	20	24	28	32

Remarks. This chart is used only for employee jobs of Paragraph B of Article 31 of the military law of the Islamic Republic of Iran.

3. Quality classification of jobs in terms of skill: This factor evaluates the job on the basis of quality classification of the jobs and the organizational location rank, and its advantage in the seven classes is determined as described below.

Class-7 jobs: Include piloting supersonic stalking or bomber stalkers or reconnaissance airplanes.

Class-6 jobs: Include piloting (COBRA) helicopters, submarine units, operational deep-sea diving, and sea ranger SBS (ranger with very deep diving aspects).

Class-5 jobs: Include piloting 747, 707, C-130, P3F, Maritime, armed PC-7, and antisurface helicopters, antisubmarine minesweepers, and nonoperational deep diving Chinook or operational shallow diving, sea ranger SBS (ranger with shallow diving aspects), and specialized physicians.

Class-4 jobs: Include piloting F-27 or Falcon jets, Jet Star, or unarmed PC-7, other types of helicopters, sea ranger, special forces and nonspecialized physicians.

Class-3 jobs: Include piloting other types of airplanes, ranger, airborne, artistic, cultural and educational, informational, security, legal and judicial consultation and expertise, technical and engineering, nonphysician health (lacking doctorate degree), and command jobs other than those cited in Classes 4, 5, 6, and 7 above.

Class-2 jobs: Include headquarters (design), column and combat (noncommand), accounting and auditing, provisions and readiness jobs.

Class-1 jobs: Include all jobs not mentioned above.

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Chart No. 25: Advantage of Quality Classification of Job

Number of Promotions	Quality Classes of Job in Terms of Skill						
	Class 7	Class 6	Class 5	Class 4	Class 3	Class 2	Class 1
0	0	0	0	0	0	0	0
1	8	6	5	4	3	2	1
2	32	24	20	16	12	8	4
3	56	42	35	28	21	14	7
4	80	60	50	40	30	20	10
5	104	78	65	52	39	26	12
6	128	96	80	64	48	32	16
7	152	114	95	76	57	38	19
8 and higher	176	132	110	88	66	42	22

Remarks.

1) If new flying equipment is used that is not included in the seven categories above, upon the suggestion of the related organization and the approval of the Joint Headquarters of the Military of the Islamic Republic of Iran, it will be placed in one of the above classifications accordingly.

2) Nonpiloting flight jobs will receive one-fourth of the advantage of the above chart, accordingly.

3) For jobs mentioned in the above seven categories, in the case of Nonleader Pilot, 100 units; Leader 4, 150 units; and Leaders 3 to 1, 200 units, will be added to their calculated advantage.

4) The level of use of tools and equipment: Advantage of this factor on the basis of the importance; value; level of use of tools and equipment; combat, combat support, and combat service support items; and production, repair, and maintenance echelon will be determined as described in the following chart:

Chart No. 26: Advantage of Level of Use of Instruments and Equipment

Paragraph	Line	Description of Instruments and Equipment	Advantage
	1	Class 1 equipment and items (major defense items)	35
	2	Class 2 equipment and items	28
A	3	Class 3 equipment and items	21
"	4	Class 4 equipment and items	14
"	5	Class 5 equipment and items (individual equipment)	7
"	6	Class 5 (depot) production, renovation, or essential repairs	35
B	7	Class 4 repair and maintenance	28
"	8	Class 3 repair and maintenance (middle class)	21
"	9	Class 2 repair and maintenance	14
"	10	Class 1 repair and maintenance (organizational class)	7

Remarks. If the job has a combined advantage of one of the Paragraphs, A or B, of the above chart, it will receive a total of the related advantages.

G. In determining the advantage of the benefits of the job on the basis of the above-mentioned charts, the following must be taken into consideration.

1. Jobs that have titles such as acting, deputy, second in command, or other titles that have the duties and authority equivalent to the above-mentioned titles of other jobs, without determining the advantage in the above-mentioned charts, will receive nine-tenths of the total advantages of each factor of the main job.

2. Special jobs mentioned in Article 139 of the military law of the Islamic Republic of Iran are jobs whose advantage in at least one of the factors exceeds the figures described below:

a) Job complexity, 25 advantages.

b) Difficulty of job, 29 advantages.

c) Accepting the risk of danger, 22 advantages.

d) Sensitivity and weightiness of responsibility of the job, 40 advantages.

e) Physical stress in performing the job, 17 advantages.

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f) Necessary skill in specialized jobs, 30 advantages.

If the advantage of the job in each factor is less than the amount determined above, it will not receive the advantage of that factor.

3. The total advantages of factors that are, based on Paragraph 2 above, more than the minimum acceptable advantage will determine the advantage of the job benefits.

4. The calculation of job advantages will be carried out on the basis of the description of duties and qualifications to acquire the job cited in Articles 41 and 42 of the military law of the Islamic Republic of Iran and the organizational and distributed charts in which the job is cited.

Section 4: Implemental Bylaws of the Note to Article 52 of the Military Law of the Islamic Republic of Iran (07/07/1363 [29 September 1984]), Approved on 02/02/1369 [22 April 1990] by the Cabinet[4]

Article 1. The educational expenditures of persons who are higher in the permanent cadre due to presenting associate degrees and higher, in accordance with Article 52 of the military law of the Islamic Republic of Iran ratified in 1366 [21 March 1987-20 March 1988], as Military personnel will be calculated and paid in accordance with the articles in these bylaws.

Article 2. The educational degrees cited in Article 1, according to the case, must be verified and approved by the Ministry of Culture and Higher Education; the Ministry of Health, Treatment and Medical Education; and the Ministry of Education.

Article 3. Educational expenditures cited in this law include educational aid, the cost of procuring and preparing food, clothing, educational supplies, books and other educational necessities, based on the amounts that the Military Sciences College of the Ground Forces of the Military of the Islamic Republic of Iran at the time of the hiring of the applicant would have spent for each student, will be calculated for various educational levels as follows:

1. Educational expenditures for those with associate degrees are equivalent to the amount that the Military Sciences College of the Ground Forces of the Military of the Islamic Republic of Iran spends for each student in the First Course of Studies of that college.

2. Educational expenditures for those with bachelor's degrees are equivalent to the total amounts that the Military Sciences College of the Ground Forces of the Military of the Islamic Republic of Iran spends for each student in total for the First and Second Courses of Study in that college.

3. Educational expenditures of graduates higher than bachelor's degrees, except in cases when educational aid is calculated on the basis of anticipated rules in the military law of the Islamic Republic of Iran, are equivalent to the total cost of education of those with bachelor's degrees.

Note. The years of education acceptable for each level higher than a bachelor's degree in every field are equivalent to the average of the minimum and maximum period allowed for studying at that level and that field, in accordance with the rules of the Ministry of Culture and Higher Education and the Ministry of Health, Treatment and Medical Education. If the period of study of the graduates of levels higher than a bachelor's degree is less than the above-mentioned average, the actual time of study will be the basis for calculation.

Article 4. To the graduates of unusual university fields on all levels, in ratio to the greater expenditures that they have had to pay, a maximum of 50 percent in addition to the above amounts mentioned in Article 3 will be paid. The determination of the unusual needed fields and the percentage of increase in payment for every field will be in accordance with the bylaws to be prepared by the General Command Headquarters of the Armed Forces with the coordination of the Ministry of Defense and Armed Forces Logistics and approved by the general commander of the Armed Forces.

Article 5. The expenditures cited in these bylaws will be paid after hiring and the Military training course and promotion to the ranks cited in Article 69 of the military law of the Islamic Republic of Iran ratified in 1366 [21 March 1987-20 March 1988] from the related ratified funds to the related personnel.

First Vice President Hasan Habibi

Section 5: Bylaws on the Procedure To Use the Services of Persons in the Form of Hiring Services and for Specific and Restricted Service Appropriate to the Specialty of the Person and in Conditions When Using the Services of Those Subject to the Military Law of the Islamic Republic of Iran, Ratified in the Period 21 March 1987-20 March 1988

Chapter I: General Points

Article 1. Use of services of persons in the form of hiring services is carried out in accordance with a contract signed within the framework of the regulations of these bylaws between the "Military of the Islamic Republic of Iran, the Ministry of Defense and Armed Forces Logistics, and the affiliated organizations" and "persons with necessary expertise" for a period of one year, and the related organization has no obligation to renew the contact. Extension of the contract in any case is allowed a maximum of two times (each time a maximum of one year).

Note. The sample form of the contract will be prepared and provided to the related force and organization by the Ministry of Defense and Armed Forces Logistics.

Article 2. The person whose services are hired must have the following qualifications:

1. Citizenship of the Islamic Republic of Iran.

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2. Belief in the regime of the Islamic Republic of Iran.

3. Not being a member of or affiliated with illegal and heathen political parties and groups.

4. Having the necessary educational or specialized qualifications for the intended service.

5. Lack of binding penal conviction.[5]

6. Not being known for moral corruption, and not being addicted to narcotics.

7. Physical health appropriate with the intended service.

8. Having a certificate of completion of general military service or exemption cited in the general military service law.

Note 1. Signing of contract and engagement in work of those persons whose services are hired will be permissible after the opinion of "selection" is obtained.

Note 2. If upon the determination of the organization and the verification of the Ideological and Political and Information Security Organizations it is necessary for the applicant to be employed rapidly, it will be announced to the related Selection Committee by the organization party to the contract. In this case, the Selection Committee is obliged to announce its opinion within a maximum period of 10 days from the date of receipt of the announcement by the organization concerning that person.

Article 3. Determining the need to employ intended persons and approval of their expertise shall be the duty of the committee composed of the following persons:

1. Director of the personnel affairs of the related force or organization or his substitute.

2. Director of the financial affairs of the related force or organization or his substitute.

3. Commander, director, or fully authorized representative of the unit or section applying (in the presence of the specialist person or presenting the minutes of the Technical Committee cited in Article 4 of the military law of the Islamic Republic of Iran).

Note. The authority of the committee cited in this article can be conferred on a similar committee in a lower class.

Chapter II: Payment for Services and Benefits

Article 4. The minimum pay for the services of personnel whose services are hired equals the minimum wage of the personnel of the permanent cadre at the same level (in terms of education, specialization, and experience), and the payment for services with consideration for the conditions of the market, importance of duties, and responsibilities of the jobs conferred on the person can be increased up to twice, provided the determined payment for services does not exceed the maximum payable salary throughout the country cited in the legislative bill concerning the maximum and minimum salary of working, retired, and ready to serve employees, ratified on 04/02/1358 [24 April 1979] by the Revolution Council of the Islamic Republic of Iran.

Note 1. Determining payment for services above the minimum cited in this article (up to twice) shall be possible upon the suggestion of the committee cited in Article 3 of these bylaws, provided the needed funds are available in the ratified budget of the related force or organization.

Note 2. Determining the payment for services above the maximum cited in the legislative bill ratified by the Revolution Council of the Islamic Republic of Iran, as the case may be, and in very rare and exceptional cases shall be dependent on the suggestion of the Ministry of Defense and Armed Forces Logistics or the Ministry of Interior, the approval of the Administrative and Employment Affairs Organization, and the ratification by the Cabinet.

Article 5. To persons whose services are hired to work in technical (manufacture and repair) and health affairs who are serving, when necessary and agreed to by the force or organization using them, on the basis of Article 150 of the military law of the Islamic Republic of Iran ratified in 1366 [1987/1988] and related bylaws, hourly overtime pay will be paid.

Article 6. If the personnel whose services are hired are sent to regions inside or outside the country to carry out the duties conferred on them, an amendment equivalent to extra pay for assignment and travel expenses of the personnel of the permanent cadre of the same level will be added to their monthly payment for service.

Article 7. Payment for services and the benefits of those persons whose services are hired cited in these bylaws is payable in accordance with the regulations of the legislative bill concerning the maximum and minimum salary of working, retired, and ready to serve employees ratified on 04/02/1358 [24 April 1979] by the Revolution Council of the Islamic Republic of Iran and related ratifications, and in terms of taxes as well, will be subject to the current regulations.

Chapter III: Rights and Duties

Article 8. The working hours and off-duty times and also paid leaves of the personnel whose services are hired shall be comparable to the regulations for those officials subject to the military law, but whenever other arrangements are made due to the requirements of the work, the work will be in accordance with the agreement.

Note 1. The right to use the related leave for each month is preserved for the following months, and those personnel whose services are hired may make use of their earned leave prior to the expiration of the period of contract, upon previous agreement of the force or organization. If they voluntarily choose not to make use of the above-mentioned leave and their contract is not extended, that right will be withdrawn.

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Note 2. In regards to that group of personnel whose services are hired and who present a request in writing to use their earned leave but, due to the need of the related force or organization, they do not have the opportunity to use their leave up to the end of the contract, the payment for services for the unused leave days will be paid to them at the end of the contract period.

Article 9. The personnel whose services are hired do not receive payment for services for the days they are absent, except in cases when they have justifiable documented and reported reasons which have been verified by the related force or organization which use them, and those days will be included in their earned leave.

Article 10. The personnel whose services are hired cited in these bylaws in terms of disciplinary and penal regulations, except in cases that have been anticipated in these bylaws, shall be subject to the laws and regulations of the force or organization in which they serve.

Article 11. The personnel whose services are hired shall be eligible for the social security regulations from the start of employment, and their insurance premiums will be deposited in the related fund every month in accordance with the regulations.

Article 12. Instances of cancellation of the contract hiring services prior to the expiration of the period of the contract are as follows:

1. At the request of the personnel party to the contract, if the related force or organization agrees.

2. If he or she loses ideological or security qualifications (as determined by proper authorities) during the period of contract.

3. If the organization does not need him or her, in which case, the force or organization is obliged to pay the person an amount equivalent to five days of payment for every month of the remainder of the contract.

4. In the case of unjustifiable and unannounced absence of more than seven consecutive days, with the opinion of the related force or organization.

5. Should the person lack the necessary proficiency or fail to carry out the duties satisfactorily, as determined by the committee cited in Article 3 of these bylaws.

Article 13. Any change in the contents of these bylaws shall be with the suggestion of the Ministry of Defense and Armed Forces Logistics and the coordination of the Joint Headquarters of the three forces of the Military of the Islamic Republic of Iran and the approval of the Cabinet and from the day of ratification, all regulations contrary to them are revoked.

First Vice President Hasan Habibi

Footnotes

[1] RUZNAMEH-YE RASMI, No. 12894, 16/03/1368 [6 June 1989].

[2] RUZNAMEH-YE RASMI, No. 12915, 14/04/1368 [5 July 1989].

[3] RUZNAMEH-YE RASMI, No. 13058, 06/10/1368 [27 December 1989].

[4] RUZNAMEH-YE RASMI, No. 13170, 01/03/1369 [22 May 1990].

[5] See the law defining binding convictions cited in the collection Penal Laws, edited by Hushang Naserzadeh.

Part 4

Law of Transfer of Payment of Monthly Salary and Benefits of Heirs of the Martyrs and Missing of the Armed Forces of the Islamic Republic of Iran and National Employees to the Martyrs Foundation of the Islamic Revolution,[1] Ratified on 22/10/1364 [12 January 1986] by the Majles and Verified on 26/10/1364 [16 January 1986] by the Council of Guardians

Single Article. From the date of the ratification of this law, the payment of regular monthly pay and benefits of the heirs of that group of personnel of the Guard Corps of the Islamic Revolution and the Islamic Revolution Committees, the Military, the Gendarmerie, and the Police Department (subject to the legislative bill concerning the regular salary of the heirs of the martyrs of the Armed Forces of the Islamic Republic of Iran, ratified on 24/03/1359 [14 June 1980] by the Revolution Council), and national employees (subject to the law on establishing disability pay and pay to the dependents of the self-sacrificers and martyrs of the Islamic revolution of Iran and the imposed war and the payment of salary and benefits of those wounded in the imposed war and the Islamic revolution, ratified on 25/11/1361 [14 February 1983], and its later amendments) who have been martyred or missing or will be martyred or missing since the Islamic revolution shall be conferred on the Martyrs Foundation of the Islamic Revolution.

Note 1. If the level of these funds are less than the amount that the Martyrs Foundation of the Islamic Revolution pays in accordance with its regulations to the heirs of other martyrs and missing, the difference shall also be paid to those subject to this single article.

Note 2. The related funds shall be deducted from the budget of the related ministries and organizations and added to the funds of the Martyrs Foundation of the Islamic Revolution of Iran from the above-mentioned date.

Note 3. All retirement funds are responsible for depositing the retirement deductions of those employees who attain martyrdom in the account of the Martyrs Foundation of the Islamic Revolution.

Note 4. The Armed Forces of the Islamic Republic of Iran and ministries, government organizations, and companies and those affiliated with the government are responsible

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for notifying the Martyrs Foundation of the Islamic Revolution upon the attainment of martyrdom, for determining the heirs of the martyrs and the missing, for setting their regular pay, and for carrying out other related affairs in accordance with current laws and regulations.

Note 5. Welfare services and the establishment of privileges granted to such recipients of regular pay, in accordance with the existing employment laws and regulations, shall continue to be the responsibility of the organization of such employees, and should the Martyrs Foundation of the Islamic Revolution offer more welfare services to the heirs of the martyrs and the missing, the above-mentioned recipient of regular pay shall also benefit from the same.

Note 6. The implemental bylaws of this law shall be prepared by the Martyrs Foundation of the Islamic Revolution with the coordination of the Ministries of Guard Corps, Defense, and Interior and the National Administrative and Employment Affairs [Organization] of the country within a period of three months and, after the approval of the Cabinet, will be implemented.

The above law, including a single article and six notes, was ratified in the session on Sunday, 22 Dey 1364 [12 January 1986].

Speaker of the Majles, Akbar Hashemi

Part 5

"Implemental Bylaws of the Law on the Transfer of Payment of the Monthly Salary and Benefits of the Heirs of the Martyrs and Missing of the Armed Forces of the Islamic Republic of Iran and National Employees to the Martyrs Foundation of the Islamic Revolution, Ratified on 22/10/1364 by the Majles," [2] Approved on 15/05/1365 by the Cabinet

Article 1. The personnel and employees subject to the law on the transfer to the Martyrs Foundation of the Islamic Revolution and the following organizations of the monthly salary and benefits of the heirs of martyrs and missing of the Armed Forces of the Islamic Republic of Iran and national employees who have been or will be martyred or missing since the Islamic revolution of Iran shall be subject to these bylaws.

A. The military and law enforcement forces, including the Military, the Guard Corps of the Islamic Revolution, the Gendarmerie of the Islamic Republic of Iran, the Police Department of the Islamic Republic of Iran, and the Revolution Committee of the Islamic Revolution of Iran.

B. Ministries and government establishments and companies or those affiliated with the government which are subject to the law, provided they are mentioned by name.

Note 1. Participants in the retirement funds of the above article shall be as described in the attached list.

Note 2. Civilian volunteers subject to the law concerning the service situation of civilian volunteers who cooperate in the operational zones with the armed forces, ratified on 12/09/1364 [3 December 1985], shall be subject to the regulations of this bylaw.

Article 2. The procedure for the establishment of the regular pay of the heirs of the martyrs shall be as follows:

A. The military and law enforcement forces are responsible, in accordance with the related laws and regulations, after attaining martyrdom and determination of the heirs that will receive regular pay, for sending the necessary documents for every martyr to the retirement and insurance offices or similar related organizations. The above-mentioned offices shall announce to the Martyrs Foundation of the Islamic Revolution of Iran the number of heirs to receive regular pay and the amount of payment to each in an attached form for the purpose of payment of regular pay.

B. Once their employees have attained martyrdom and the heirs who are to receive regular or duty pay and the share of each have been determined by the proper authorities, when necessary and with the verification of the related retirement fund, the organizations cited in Paragraph B of Article 1 of these bylaws shall announce the results to the Martyrs Foundation of the Islamic Revolution in an attached form for the purpose of the payment of regular pay.

Article 3. The Martyrs Foundation of the Islamic Revolution shall take steps in accordance with the forms sent as cited in Article 2 (notification of payment) to pay regular pay or duty salary.

Article 4. After the martyrdom and prior to taking the necessary steps concerning the attainment of martyrdom and determining the heirs who receive regular or duty pay and the applicable amount, the organizations cited in Article 1 are responsible for informing the Martyrs Foundation of the Islamic Revolution about them in order that they be paid a certain amount as partial payment, on the basis of Form No. 3, through the retirement or insurance offices or similar agencies. The Martyrs Foundation of the Islamic Revolution shall be responsible to take steps to pay the partial payment and include it in the final expenditures after the regular pay is established.

Note. If the monthly salary, regular pay, and benefits are not approved, the equivalent of the partial payment of funds by the Martyrs Foundation of the Islamic Revolution to the heirs of such personnel shall be paid to the Martyrs Foundation of the Islamic Revolution by the related fund or agency requesting partial payment.

Article 5. If any of those who deserve to receive regular or duty pay protest, the issue shall be investigated in accordance with the related laws and regulations, and if it is necessary to establish regular or duty pay to the protestor, this will be announced to the Martyrs Foundation of the Islamic Revolution.

Article 6. If each of the recipients of regular or duty pay in accordance with the related laws and regulations is determined to be not deserving of regular pay, the Martyrs

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Foundation of the Islamic Revolution shall notify the retirement and insurance offices or the related organizations, as the case may be, in order for those agencies to take steps to stop payment or add it to that of other recipients of regular and duty pay, upon investigation and verification, and announce the results to the Martyrs Foundation of the Islamic Revolution.

Article 7. If the amounts owed the recipients of regular or duty pay are not sufficient to pay the amount due to the related agency or fund, the Martyrs Foundation of the Islamic Revolution shall be responsible for depositing the remainder of the debt from the regular pay or duty salary funds upon the notification of the related organization, in accordance with its own regulations, in the account of that organization.

Article 8. Ratified funds regarding the salary of martyrs which have been incganization and added to the funds of the Martyrs Foundation of the Islamic Revolution, and the projection of the estimate of funds related to future years shall be the responsibility of the Martyrs Foundation of the Islamic Revolution.

Note. 1365 [21 March 1986-20 March 1987] national budget related to the organizations in Article 1 of these bylaws shall be deducted upon the notification of the related ministries and organizations from their budget through the Plan and Budget Or If transferred ratified funds from the ministries and organizations, according to Note 1 of the law, are not sufficient to pay the regular pay of the heirs of the martyrs, the Ministry [as published] of Plan and Budget shall be responsible, on the basis of the request of the Martyrs Foundation of the Islamic Revolution, for directly taking steps to provide the deficient funds.

Article 9. Debts owed concerning the regular pay of the heirs of the martyrs that have not been paid by the end of 1364 [20 March 1986] by the organizations cited in Article 1 of these bylaws shall be provided and paid upon the request of the Martyrs Foundation of the Islamic Revolution from the funds of unpaid obligations in the budget of the related year.

Article 10. That group of special retirement funds of organizations cited in this law that do not make use of the general revenue funds are responsible for sending the regular or duty pay or similar entitlements of the eligible employees (martyred or missing) divided by the year for payment of the recipients of regular pay and salary to the Martyrs Foundation of the Islamic Revolution.

Article 11. The retirement funds of the organization cited in these bylaws (except for those subject to the above article) are responsible for calculating separately the amount of retirement deductions of the personnel and employees who have been or will be martyred from 22/10/1364 (the date of the ratification of the law) and transferring them to the account of the Martyrs Foundation of the Islamic Revolution.

The Ministry of Guard Corps of the Islamic Revolution and the Islamic Revolution Committee of Iran, after the establishment of retirement funds, shall be responsible for transferring the deduction to the Martyrs Foundation of the Islamic Revolution.

Article 12. Affairs related to treatment services of recipients of regular pay of the martyrs of the Armed Forces of the Islamic Republic of Iran shall continue to be handled by the above-mentioned forces.

Article 13. Affairs related to treatment services of recipients of regular pay of organizations cited in Paragraph B of Article 1 of these bylaws shall be in accordance with Note 5 of the law.

Note. The treatment affairs of organizations that offer special treatment services shall continue to be the responsibility of the above-mentioned organizations, and their insurance fees shall be deducted on the basis of regulations of the related organizations by the Martyrs Foundation of the Islamic Revolution from the regular pay and sent to the related organization.

Article 14. Noncash aid to the recipients of regular and duty pay of the martyrs that is paid in accordance with regulations of Note 56 of the 1363 [21 March 1984-20 March 1985] budget law and its implemental bylaws shall be the responsibility of the Martyrs Foundation of the Islamic Revolution. The expenditures related to 1365 shall be deposited by the organization cited in Article 1 of this law in the account of the Martyrs Foundation of the Islamic Revolution.

The Martyrs Foundation of the Islamic Revolution shall project the funds related to the implementation of this article in its budget starting in 1366 [21 March 1987-20 March 1988].

Note. The Martyrs Foundation of the Islamic Revolution of Iran is responsible, after receiving funds cited in this article, for taking steps to prepare the certificate of noncash aid or noncash aid booklets of the Armed Forces of the Islamic Republic of Iran and distribute them to the recipients of regular or duty pay.

Article 15. Welfare services and privileges that have been or will be projected on the basis of employment laws and regulations or organizations cited in Article 1 of these bylaws shall also be given to recipients of regular or duty pay and continue to be carried out by the above-mentioned organization. If the Martyrs Foundation of the Islamic Revolution offers additional services other than the above-mentioned services to the heirs of other martyrs, the above-mentioned recipients of regular and duty pay will also benefit from them.

Note. Welfare services and privileges that are established or will be established on the basis of the employment laws of the above-mentioned organizations shall be announced to the Martyrs Foundation of the Islamic Revolution.

Article 16. The Armed Forces of the Islamic Republic of Iran and organizations cited in Article 1 of these bylaws are responsible from the beginning of 1365 [21 March

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1986] for announcing the personal data of the missing who have dependents, after their dependents have been determined and the amount of net salary and benefits paid (according to the salary statement), based on Form No. 4, to the Martyrs Foundation of the Islamic Revolution and depositing the above-mentioned funds every month in the account of the Martyrs Foundation of the Islamic Revolution.

Note 1. If his organization verifies that the missing person is alive, the Martyrs Foundation of the Islamic Revolution will be notified.

While discontinuing the payments, the Martyrs Foundation shall return the unpaid funds to the related organization.

Note 2. If the organization cited in Article 1 of these bylaws is certain that the missing person has been martyred, the above-mentioned organizations are responsible for stopping the salary and benefits of the missing, preparing Forms No. 1 and 2, and sending them to the Martyrs Foundation of the Islamic Revolution for the payment of regular pay and duty salary to be made from the date of the announcement of martyrdom.

The Martyrs Foundation of the Islamic Revolution is responsible for returning the unpaid funds and taking steps to pay regular and duty pay in accordance with the regulations of these bylaws.

Note 3. Executive organizations and related funds are responsible to place at the disposal of the Martyrs Foundation of the Islamic Revolution the needed manpower for the completion of the process, final transfer, and the elimination of deficiencies.

Note 4. In regards to the missing cited in the above-mentioned note, until the date of the announcement of martyrdom by the related organization, in terms of the payment of salary and benefits to their dependents, it shall be carried out in accordance with the regulations regarding the missing.

Article 17. Carrying out welfare services and the establishment of privileges that are granted to the missing personnel or employees in accordance with the related employment laws and regulations shall continue to be the responsibility of the related organization.

Article 18. The implemental instructions and forms concerning the above bylaws shall be prepared by the Martyrs Foundation of the Islamic Revolution and announced to the organizations.

Prime Minister Mir Hoseyn Musavi

1. Central Insurance of Iran
2. Iran Insurance Company
3. Alborz Insurance Company
4. Asia Insurance Company
5. Other insurance establishments
6. National Retirement Fund (government companies, city halls)
7. Retirement Fund of the Voice and Vision of the Islamic Republic of Iran
8. Retirement Fund of the National Iranian Oil Company
9. Retirement Fund of the Central Bank of Iran
10. Retirement Fund of the Joint Fund of Banks
11. Retirement Fund of the National Steel Mill Company of Iran
12. Retirement Fund of the Organization for the Expansion and Renovation of Industries (Ayandeh Saz Fund)
13. Retirement Fund of the Airlines of the Islamic Republic of Iran
14. Retirement Fund of Tehran City Hall
15. Retirement Fund of the Ports and Shipping Organization
16. Other funds cited in Article 1

Part 6

Law Permitting the Payment of Monthly Salary and Benefits of Recipients of Regular Pay of the Martyrs and Missing of the Armed Forces of the Islamic Republic of Iran to the Martyrs Foundation of the Islamic Revolution,[3] Ratified on 02/04/1367 [23 June 1988] by the Majles and Approved by the Council of Guardians

Single Article. Payment of monthly salary and benefits of recipients of regular pay of the Armed Forces who have been or will be martyred from 22 Bahman 1357 [11 February 1978] is the responsibility of the Martyrs Foundation of the Islamic Revolution, and the above-mentioned foundation shall act in accordance with the law of the transfer of payments of salary and benefits ratified in Dey 1364 [22 December 1985-20 January 1986].

Note. All contrary laws shall be nullified from the date of the ratification of this law.

The above-mentioned law, including a single article and a note, was ratified in the open session on Thursday, 2 Tir 1367 [23 June 1988], by the Majles in the presence of the Council of Guardians.

Speaker of the Majles, Akbar Hashemi

Footnotes

1. RUZNAMEH-YE RASMI, 11936, 27/11/1364 [16 February 1985].

2. RUZNAMEH-YE RASMI, No. 12083, 01/06/1365 [23 August 1986].

3. RUZNAMEH-YE RASMI, No. 12640, 29/04/1367 [20 July 1988].

Part 3: Ministry of Defense

Book 1: Law on Establishing the Ministry of Defense and Armed Forces Logistics of the Islamic Republic of Iran, Ratified on 28/05/1368 [19 August 1989] by the Majles and Verified on 31/05/1368 [22 August 1989] by the Council of Guardians,[1] With Later Amendments

Chapter I: General Points and Definitions

Article 1. In accordance with this law, the Ministry of Defense and Armed Forces Logistics of the Islamic

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Republic of Iran will be formed by the combination of the Ministries of Defense and Guard Corps.

Article 2. Definitions:

In this law, the following summarized phrases will replace their complete titles.

Armed Forces in place of Military and Law Enforcement Forces.

General Command in place of the General Command of the Armed Forces.

General Headquarters in place of the General Command Headquarters of the Armed Forces.

Ministry in place of the Ministry of Defense and Armed Forces Logistics of the Islamic Republic of Iran.

Minister in place of the minister of defense and armed forces logistics of the Islamic Republic of Iran.

Note 1. Military Forces refers to the three forces of the Army, the Guard Corps of the Islamic Revolution, and the related headquarters and organizations affiliated with them.

Note 2. Law Enforcement Forces refers to the Police Department and the Gendarmerie of the Islamic Republic of Iran, the Islamic Revolution Committee, and the Judicial Police Organization.

Article 3. The Ministry is a part of the government that is responsible for the support of the Armed Forces within the framework of the laws and initiatives of the General Command.

Chapter II: Duties

Article 4. The responsibilities of the ministry is as follows:

A. Examination, regulation, and acquisition of the budget and funds of the Military Forces, the Ministry, and their affiliated organizations, with the coordination of the General Headquarters, and supervision over the expenditures and examination and verification of the balance of the budget account.

B. Manufacture and production of items needed by the Armed Forces and necessary industrial research and increasing the technological resources of related industries, in accordance with the decisions and policies of the General Command.

C. Renovation, reconstruction, and essential repair of tools and equipment beyond the capability of the Armed Forces in accordance with the instructions issued by the General Headquarters.

D. Technical, educational, and repair support of the computerized services of the Armed Forces.

Note. The procedures and manner of support is based on the instructions that are prepared by the Ministry and approved by the General Command.

E. Guidance and coordination of the industrial research affairs of the Armed Forces and other organizations affiliated with the Ministry, in accordance with the ratifications and policies of the General Command, and use of the resources of the research and industrial centers of the country.

Note. The above-mentioned centers are responsible for engaging in the necessary cooperation in the area of the use of resources by the military industry. The instances and procedures shall be based on bylaws prepared by the Ministry and approved by the Cabinet.

F. Training of the specialized and needed cadre of the Ministry and affiliated organizations and organizing the affiliated organizational elements.

G. Acquisition of information concerning the advances in military industries and understanding advanced weapons systems in the world.

H. Carrying out foreign purchases needed by the Military Forces and the Ministry and affiliated organizations on the basis of decisions by the General Command and the general policies of the Government of the Islamic Republic of Iran.

Note. All foreign purchases of defense items needed by the Law Enforcement Forces and other ministries, institutions, and organizations of the country shall also be carried out by this Ministry.

I. Domestic procurement, provision, and purchase of joint items needed by the Military Forces, as well as all domestic purchases needed by the Ministry, shall be upon the determination of the General Headquarters, with the exception of fuel and perishable items.

Note 1. The Ministry may confer part of its joint domestic items, preserving responsibility and determining policy, to the Armed Forces. Instances and procedures for this will be based on instructions prepared by the Ministry with the coordination of the General Headquarters and approved by the General Command.

Note 2. Domestic purchases of nonjoint (special) items needed by each force and also all domestic purchases needed by the organizations affiliated with the Ministry shall be through the above-mentioned organizations.

J. Preparing and regulating bills needed by the Military Forces, the Ministry, and their affiliated organizations on the basis of the general decisions of the General Command, follow up on legal stages, notification of the laws and ratifications of the Cabinet through the General Headquarters to the Military Forces, and supervision over the implementation of laws and regulations.

K. Legal defense of the rights of the Military Forces, the Ministry, and organizations affiliated with them.

L. Legal administration of the affairs of the property of the Military Forces, the Ministry, and affiliated organizations.

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M. Providing procurement needed and erecting buildings and building facilities of the Military Forces and the Ministry on the basis of the instructions and policies of the General Command, within the framework of the regulations and policies of the Ministry of Housing and Urban Development and the Plan and Budget [Organization].

Note. The Ministry can confer the construction of the buildings and facilities of the Military Forces or some of them in accordance with the ratifications of the General Command, retaining responsibility and supervision by the Military Forces.

N. Preparation and procurement of military and border maps of the country and geographical services needed by the Armed Forces.

Note. Other organizations that are active in providing nonmilitary cartographic and geographic services, if such maps contain military and border data are needed, must coordinate such affairs with the Ministry. The related implemental bylaws shall be prepared by the Ministry of Defense and Armed Forces Logistics and the Plan and Budget Organization and approved by the Cabinet.

O. Providing health services to the personnel of the Armed Forces and the Ministry and their affiliated organizations, including the permanent, contract, and duty cadre; special members of the Basij; retired persons; and those receiving duty and regular pay and their dependents.

P. Providing the health needs of the personnel and administering the affairs of the hospitals and treatment centers of the Ministry and affiliated organizations.

Q. Insurance and retirement affairs and duty and regular pay of the personnel of the Military Forces and the Ministry and their affiliated organizations.

R. Providing cooperative services for the individuals in Paragraph O above and their dependents.

S. Providing and physical protection of the buildings and facilities of the Ministry and affiliated organizations.

T. Training and preparing the personnel of the permanent cadre of the Ministry and affiliated organizations in combat groups for accepting responsibilities conferred in time of war, with the cooperation of the Armed Forces.

Article 5. In order to protect the Ministry and the affiliated organizations in security and affiliated organizational areas, the Security and Information Organization, with independent and centralized procedures, will be established which has a legal mission and duties of similar organizations in the Military and Guard Corps, with their cooperation in the Ministry.

Note. The director of this organization will be appointed by the grand leader.

Article 6. For the growth and expansion of Islamic culture and values in the Ministry and affiliated organizations, an organization affiliated with the Ministry, with independent and centralized procedures, called the Ideological and Political Organization, will be formed that will have the legal responsibilities and duties of similar organizations in the Military and Guard Corps, with their cooperation in the Ministry.

Note. The director of this organization will be appointed by the grand leader.

Article 7. In the implementation of Paragraphs "B, E, F, and G" of Article 4 of this law, the Ministry shall take steps to establish an institute called the Defense Industries Educational and Research Institute.

Note 1. The bylaws of the above-mentioned institute shall be prepared by the minister within a maximum period of six months and approved by the Defense Affairs Committee of the Majles.

Note 2. All academic and research training centers of the Ministries of Defense and Guard Corps and affiliated organizations shall be guided and operated through this Ministry.

Article 8. Article 8 was not ratified.[2]

Article 9. In the implementation of Paragraph O of Article 4 of this law, the Ministry shall take steps to establish a single organization called the Health Services Organization of the Personnel of the Armed Forces. The bylaws of this organization shall be prepared within a period of six months by the Ministry and ratified by the Majles.

Article 10. In the implementation of Paragraph R of Article 4 of this law, the Ministry will take steps to establish a cooperative company of the Armed Forces personnel.[3]

Article 11. In the implementation of Paragraph N of Article 4 of this law, the Ministry shall take steps to establish an organization called the Geographic Organization of the Armed Forces. The bylaws of this organization shall be prepared by the Ministry within six months and ratified by the Majles.

Chapter III: Procedures for Implementation

Article 12. All funds, debts, credits, and obligations of the Ministries of Defense and Guard Corps after the establishment of this Ministry will be transferred to this Ministry.

Article 13. All institutes, organizations, and companies that have been under the control of or affiliated with the Ministries of Defense and Guard Corps shall become affiliated with or controlled by the Ministry, accordingly.

Article 14. All personnel in the Ministries of Defense and Guard Corps shall be transferred to the new Ministry. These personnel shall be subject to their previous regulations until the laws of the new Ministry are ratified.

Note 1. The personnel in excess of the needs of the Ministry shall be placed at the disposal of the General Headquarters.

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Note 2. The personnel assigned to the Ministries of Defense and Guard Corps shall remain on their assignments until Note 1 above is implemented and then return to their initial organizational unit.

Article 15. All existing resources of the Ministries of Defense and Guard Corps shall be placed at the disposal of the Ministry. The surplus resources shall be placed, on the basis of the instructions issued by the General Command, at the disposal of the Military Forces.

Article 16. All laws and ratifications related to the Ministries of Defense and Guard Corps and their affiliated organizations shall be valid until the ratification of the new laws and ratifications in regards to this Ministry and its affiliated organizations, accordingly.

Note. The Ministry is responsible for preparing the laws and financial, transactional, administrative, and employment regulations cited in this law within a maximum period of one year and presenting them to the Majles for ratification.

Article 17. The implementation of this law shall be mandatory from the date of ratification.

The above law, including 16 articles[4] and 16 notes, was ratified in the open session of the Majles on 28 Mordad 1368 [19 August 1989] and verified by the Council of Guardians on 31/05/1368 [22 August 1989].

Speaker of the Majles Mehdi Karrubi

Book 2

Law on Exemption of Weapons, Ammunition, and War Equipment of the Armed Forces of the Islamic Republic of Iran (the Military, Gendarmerie, Police Department), the Guard Corps of the Islamic Revolution, and the Islamic Revolution Committees of Iran From Inspection and Payment of Customs Duties and Commercial Taxes and All Other Taxes and Expenditures, With the Exception of the Cost of Transportation and Warehousing,[5] Ratified on 30/10/1363 [20 January 1985] by the Majles and Verified on 04/11/1363 [24 January 1985] by the Council of Guardians

Single Article. Weapons, ammunition, war equipment, military vehicles (except for passenger cars), communication and dispatch equipment, Military and Law Enforcement equipment, raw materials for the manufacture of ammunition, machinery, equipment for the manufacture of weapons and ammunition, and spare parts related to the items mentioned, which are or will be purchased for defense, Military, and Law Enforcement uses of the Armed Forces of the Islamic Republic of Iran (Military, Gendarmerie, Police, Guard Corps, Islamic Revolution Committees) from the government budget or other funds ratified by the government or from revenues gained from the production and services of those organizations, in accordance with the related laws, and are or will be imported into the country, or are granted by foreign governments and institutions to the above-mentioned organizations, or are imported as samples and guarantees, with the approval of the related minister or representatives given permission by him (in terms of being included in the exemptions in this law), shall be exempted from entry and release permits and the payment of customs duties, commercial taxes, and all taxes and expenditures (except for unloading, loading, transportation, and warehouse fees), and also goods that in the opinion of the representatives of the ministers of guard corps, defense, and economic affairs and finance must not be inspected shall be exempt from evaluation, inspection, and review during war time.

Note 1. Goods cited in this law that are or will be imported to any of the ports or customs of the country can be released ahead of turn by presenting a bill of lading (number, weight, and volume) and release invoice and by using customs licenses.

Note 2. All goods cited in this single article that have been released from customs on credit until the ratification of this law by the above-mentioned organizations shall be subject to this law with the approval of the related ministry.

Note 3. Imported goods that in accordance with this law are released from customs shall be inspected and controlled by a committee comprised of the representatives of the ministers of guard corps, defense, and economic affairs and finance, and if violations are observed, they will report the issue for investigation to a committee comprised of the ministers of guard corps, defense, and economic affairs and finance and accordingly the ministers of industries, heavy industries, and post, telephone and telegraph.

The above law, including a single article and three notes, was ratified in a session on Sunday, 30 Dey 1363 [20 January 1985] by the Majles and verified on 04/11/1363 [24 January 1985] by the Council of Guardians.

Speaker of the Majles Akbar Hashemi

Footnotes

1. RUZNAMEH-YE RASMI, No. 12972, 23/06/1368 [14 September 1989].

2. RUZNAMEH-YE RASMI, No 13011, 11/06/1368 [2 September 1989].

3. The amendment ratified in Ordibehesht 1371 [21 April-21 May 1992], No. 2905-Q, 23/02/1371 [12 May 1992] (cited in RUZNAMEH-YE RASMI, No. 13764, 24/03/1371 [14 June 1992]), adds in explanation the sentence, "The bylaws of this company shall be prepared by the Ministry within a period of six months and approved by the Cabinet," which was in the text of the article earlier and has not been stated in the text of the amendment.

4. Amendment No. 1098/Q-15/10/1368 [5 January 1990], cited in RUZNAMEH-YE RASMI, No. 13011, 11/08/1368 [2 November 1989].

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5. R. ZNAMEH-YE RASMI, No. 11641, 20/11/1363 [9 February 1985].

Part 4: Law of the Employment Regulations of the Guard Corps of the Islamic Revolution, Ratified on 21/07/1370 [13 October 1991] by the Majles and Verified on 24/07/1370 [16 October 1991] by the Council of Guardians, With Later Amendments and Attachments

Chapter I: General Points and Definitions[1]

Article 1. In this law, the following abbreviated phrases replace their full titles:

A. General Command in place of General Command of the Armed Forces.

B. General Headquarters in place of General Command Headquarters of the Armed Forces.

C. Guard Corps in place of Guard Corps of the Islamic Revolution.

D. Armed Forces in place of Armed Forces of the Islamic Republic of Iran.

E. Ministry in place of Ministry of Defense and Armed Forces Logistics.

F. Military in place of Military of the Islamic Republic of Iran.

Article 2. The Armed Forces consists of the Guard Corps, the Military, and the Law Enforcement Forces of the Islamic Republic of Iran.

Article 3. The Guard Corps of the Islamic Revolution of Iran refers to the combination of the General Headquarters of the Guard Corps; the Religious Guardian Representative Section of the Guard Corps; the Information Security Organization of the Guard Corps; the ground, air, and naval forces; the Basij and Qods Resistance; and their affiliated organizations.

Chapter II: Entering Service

Part 1: Definitions

Article 4. Employment in the Guard Corps consists of the selection of qualified individuals to serve in one of the jobs projected in this law.

Article 5. The positions of the Guard Corps, the General Headquarters, and the Ministry are divided into three groups in terms of the nature of the position: military positions, employee positions, and joint positions.

Note 1. The positions of command, high-level management of the Guard Corps, and other positions that require military knowledge and skill or are directly connected to the military assignments of the Guard Corps are considered military positions.

Note 2. Other than the positions cited in Note 1 of this article, the management of ranks of the Guard Corps and other positions that are related with direct or indirect support of military assignments of the Guard Corps are joint positions.

Note 3. Military, employee, and joint positions are specified with consideration for the content of this law in the charts of the organization.

Article 6. The personnel of the Guard Corps are those who are accepted to service in accordance with the requirements and regulations cited in this law or the general military service law and consist of:

A. Permanent cadre

B. Duty

C. Contract

D. Basij

Article 7. The permanent cadre refers to the personnel who are hired for continuous service in the Guard Corps and consists of:

A. Official guards (Military)

B. Employees

C. Students

Article 8. Official guards refers to the personnel who are employed by the Guard Corps to fight on the path of God and for the guarding and armed defense of the Islamic revolution, its gains, and the regime of the Islamic Republic of Iran and after the necessary training attain one of the ranks projected in this law and use the uniforms and insignias of the Military.

Article 9. Employees are personnel hired on the basis of educational degrees or experiential and expert skills and without use of Military uniforms and insignias attain one of the ranks projected in this law.

Article 10. Students are personnel who are studying in one of the training centers of the Guard Corps or other educational institutions at the expense of the Guard Corps for service in the permanent cadre as official guards or employees and prior to appointment in one of the positions cited in this law.

Article 11. Duty personnel refers to those who in accordance with general military service serve in one of the emergency, cautionary, or reserve tracks.

Article 12. Contract personnel refers to those who perform contractual service in Military or employee form in accordance with the regulations stated in this law.

Article 13. Basij personnel refers to individuals who join the Guard Corps for the purpose of achieving the 20-million-large army and consist of:

A. Regular Basiji. All strata that believe in the Constitution of the Islamic Republic of Iran and the goals of the Islamic

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revolution who after a general training course serve in the 20-million-large army and are organized.

B. Active Basiji are that group of regular volunteer Basijis who meet the necessary requirements and after passing the training courses are organized, and while taking part in unity preservation programs, cooperate with the Guard Corps on assigned missions.

C. Special Basiji (honorary guards) are personnel who meet the qualifications of a guard and after the passage of the training stated in this law are organized and pledge to serve the guards full time when needed.

Article 14. The Guard Corps may use the official personnel of ministries and government-affiliated organizations or the revolutionary institutions and the Armed Forces with the agreement of the related organization in accordance with the needed duties and on the basis of bylaws that are prepared by the General Headquarters of the Guard Corps with the cooperation of the Ministry, which will be approved by the Cabinet, in the form of assigned or transferred personnel.

Note. The transfer of assignment to service of such personnel during times of war and crisis shall be subject to special regulations that will be prepared by the General Headquarters of the Guard Corps with the cooperation of the Ministry and the National Administrative and Employment Affairs Organization and approved by the General Command.

Article 15. Service purchase personnel of the Guard Corps, the General Headquarters, and the Ministry of Defense refers to those who carry out in accordance with related regulations specific service on a contract basis.

Part 2: General Employment Requirements

Article 16. The general employment requirements of the permanent and contract cadre and the special Basiji (honorary guards) personnel are as follows:

A. Belief in the principles of pure Mohammadan Islam, the Islamic revolution, and the regime of the Islamic Republic of Iran.

B. Belief in and practical obligation to religious guardianship.

C. Practical obligation to observe Islamic laws and the laws of the Islamic Republic and observance of Islamic moral standards.

D. Not being a member or supporter of political parties, groups, and organizations.

E. Not having a history of membership in or support for illegal non-Islamic, imitation, and heathen parties, groups, and organizations.

F. Not being addicted to narcotics or sentenced to prohibition from government service.

G. Having the needed educational and expert qualifications.

H. Being physically and psychologically fit and capable of the needed service.

I. Having a minimum of 16 full years of age and a maximum of 40 years of age.

J. Having a good reputation and no unsatisfactory record.

Note 1. The hiring of the permanent cadre is conditional on being a citizen of the Islamic Republic of Iran.

Note 2. The contract and special Basiji personnel are exempt from the requirement of a maximum age and students from the minimum determined age.

Note 3. For employee positions, under equal conditions for employment, the self-sacrificers of the Islamic revolution and the imposed war and their primary family shall be given priority.

Note 4. The hiring of the personnel stated in this article shall be subject to the approval of their qualifications by the Central Selection Committee, which will take place after evaluation in the course of the initial training period, and if necessary, the Central Selection Committee may delegate this authority to the selection nuclei.

Article 17. The Central Selection Committee in the Guard Corps is comprised of the general commander of the Guard Corps or his substitute, the representative of the religious guardian in the Guard Corps or his representative, the head of the General Headquarters of the Guard Corps, the head of Information Security of the Guard Corps, and the deputy director for manpower of the General Headquarters of the Guard Corps as the secretary of the committee, as well as the minister or his substitute, and within the framework of this law, has the duty of determining the selection policies for the personnel of the Guard Corps and devising the needed instructions and supervision over the work of the selection nuclei in the Guard Corps.

Note. The selection nuclei in the General Headquarters of the Guard Corps, forces, and affiliated organizations shall be established by the Central Selection Committee of the Guard Corps for the selection of personnel.

Article 18. The hiring of military personnel to serve in the permanent cadre will be on the basis of a middle school or high school diploma or associate, bachelors, doctoral, or higher degree.

Article 19. Employees are hired in the following two forms:

A. On the basis of educational degree, at the level of a high school diploma, associate degree, bachelor's degree, master's degree, or doctoral and higher degrees.

B. On the basis of practical expertise and skill, with at least the certificate of completion of the literacy movement completion course and the maximum of a high school diploma.

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Article 20. The Guard Corps employs women for jobs that require the use of women. The transfer of service for women must, as much as possible, depend on the service conditions of the spouse.

Article 21. The Guard Corps, in order to meet its organizational needs, may hire volunteers with at least an elementary school certificate and who pledge at least five years of military service or six years of employee service on a contract basis. Extending the period or renewing the contract is not permitted.

Note 1. The service of contract personnel who have not served their compulsory service shall be regarded as compulsory service, and if before the completion for any reason they resign or are dismissed, they shall be treated in accordance with the general military service law.

Note 2. The Guard Corps may have personnel who are performing compulsory service on a contract basis.

Article 22. The Guard Corps, if need be, may hire duty personnel during compulsory service as well as contract personnel during the period of contract and Basiji personnel, whether regular, active, or special, who meet the qualifications for the permanent cadre. Such applicants, under equal circumstances, are given priority. Their training, rank, and promotions shall be subject to the regulations cited in this law.

Article 23. The Guard Corps may, if need be, sign contracts with special Basiji personnel who are at least a full 18 years of age to spend their compulsory service period after the necessary training in the course of a maximum of 10 years, at least one month a year in order to continually maintain combat readiness for various assignments under special circumstances.

Note 1. The Guard Corps, during times of war or emergency, will summon these forces, and if they serve for more than one month a year, the same amount will be deducted from their service and training in future years.

Note 2. This group of personnel, after passing the necessary training at the start of service, shall benefit from the social rights of individuals who have completed general military service in terms of employment, education, and the like. However, if the contract stops, is revoked, or is cancelled, the above-mentioned rights will be rescinded until the completion of compulsory service.

Note 3. All institutions, organizations, ministries, government companies, and employers of the private sector, including actual and legal persons, are responsible for retaining the jobs of this group of persons during their annual service in the Guard Corps. The above-mentioned persons shall not receive salaries and benefits from the related organization.

Note 4. The salary and benefits of these individuals, after the necessary training at the start of service, shall be in accordance with the salary and benefits of the personnel of the permanent military cadre of the same rank.

Note 5. The implemental bylaws of this article will be prepared by the Ministry and the General Headquarters after acquiring the opinion of the National Administrative and Employment Affairs Organization and approval by the Cabinet.

Article 24. Procuring the service of persons when necessary and for a limited period of time will be upon the determination of the hiring employing forces and organizations on the basis of the bylaws cited in Article 37 of the military law, and the needed amendments will be prepared by the General Headquarters of the Guard Corps, with the coordination and approval of the Ministry.

Article 25. Hiring the faculty members of the higher education institutions of the Guard Corps and payment of fees to the university professors and instructors shall be on the basis of the employment regulations of the faculty of universities.

Note. Hiring instructors and payment of fees for training lower than the university level shall be subject to the bylaws cited in Article 38 of the military law. The needed amendments shall be prepared by the General Headquarters of the Guard Corps with the cooperation of the Ministry of Defense and the approval of the Cabinet.

Article 26. Hiring individuals in the Guard Corps without organizational need as well as hiring or changing the position of the personnel, except in one of the forms mentioned in this law, is absolutely prohibited.

Part 3: Job Organization and Classification

Article 27. The number and composition of manpower in the Guard Corps and also the ratio of their ranks, on the basis of the policy, strategy, and threats, shall be in accordance with the charts of the organization and ratified equipment and in a ratio determined by the General Headquarters of the Guard Corps and approved by the General Command.

Note 1. The charts of the manpower organization of the Guard Corps and the General Headquarters, including organizational location; the military, employee, or joint nature of the position; and appropriate ranks of each organizational location, shall be devised by the General Headquarters of the Guard Corps and the General Headquarters accordingly and approved by the General Command.

Note 2. In order to prevent personnel inflation of the permanent cadre in the Guard Corps and affiliated organizations, in the organizational charts of jobs, projections must be made in such a way that, as much as possible, the duty, contract, and Basiji personnel are used.

Article 28. A rank consists of all the job fields which in terms of specializiation or kind of training are interdependent and related.

Article 29. The positions in the Guard Corps are established in ratio to the needs of the forces and organizations

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from various ranks. Ranks and rank emblems as well as insignias of ranks and the form of uniform of the Military personnel shall be on the basis of instructions prepared by the General Headquarters of the Guard Corps and approved by the General Command.

Article 30. The use of personnel in jobs unrelated to the level is prohibited, and the Guard Corps is responsible for projecting other combat or combat support levels than the original level for all personnel in order to create flexibility in the implementation of assignments.

Note. Change of the level of the personnel is prohibited, and in necessary cases, it shall be in accordance with instructions prepared by the General Headquarters of the Guard Corps and approved by the General Command.

Article 31. The General Headquarters of the Guard Corps is responsible for examining and analyzing all the Guard Corps jobs within a maximum period of one year within the framework of this law, for determining the description of duties and requirements for acquiring each job, and after verification by the General Command of the Guard Corps for implementing hiring and promotions.

Article 32. The General Headquarters of the Guard Corps is responsible for classifying the employee positions cited in Paragraph B of Article 19 of this law in terms of complexity and expertise into three groups—1, 2, and 3—and the level of skill of the jobs of each group into three levels—1, 2, and 3. The Skill Evaluation Committee at the start of employment shall evaluate the expertise and skills of such employees and determine their group and rank.

Article 33. The General Headquarters of the Military may, upon the order of the General Command of the Guard Corps, create temporary positions for nonprojected duties and determine their situation within a maximum of one year in terms of the elimination of a job or inclusion in the charts of the organization.

Chapter III: Training and Promotions

Part 1: Training

Article 34. The training courses of the personnel of the permanent and special Basiji cadre shall be as follows:

A. General Guard Corps course

B. Initial specialized course

C. Complementary specialized course

D. Supervisory course

E. Scientific and specialized courses

F. Basic military science courses

G. Preliminary level course

H. Advanced level course

I. Command and headquarters course

J. Advanced war course

K. Strategic sciences course

Note. Forces and organizations affiliated with the Guard Corps may, if necessary, establish with the coordination of the General Headquarters of the Guard Corps, in addition to the above training, specialized training for the personnel.

Article 35. The training centers of the Guard Corps are as follows:

A. High schools and vocational schools of the Guard Corps

B. Military schools

C. College of Sciences and Techniques of the Forces

D. Command and Headquarters College

E. Strategic Sciences College

F. Imam Hoseyn University, including the Basic Military Sciences College and scientific and specialized colleges.

Note 1. The College of Sciences and Techniques of the Forces in scholarly/scientific terms is affiliated with the Imam Hoseyn University and is operated by the forces.

Note 2. The Ideological-Political College and other ideological-political rank training centers shall operate under the supervision of the representative of the religious guardian in the Guard Corps.

Article 36. The Guard Corps may establish high schools and trade schools with the coordination of the Ministry of Education to meet its needs and to train native permanent cadre personnel in the border provinces.

Note. The above-mentioned centers shall be established upon the determination of the General Headquarters of the Guard Corps in the forces proportionate with their needs.

The bylaws of the kinds of centers will be approved by the Ministry of Education.

Article 37. General guard training course:

The general guard training course for the permanent military cadre who are hired with middle school certificates is at least six months in the military school and for the personnel who are hired with associate degrees and higher at least three months in Imam Hoseyn University. This course is held for the personnel who are hired with high school diplomas during the basic sciences courses or the College of Sciences and Techniques of the Forces.

Article 38. Initial specialized training:

This course is held for personnel of the permanent military cadre who are hired with middle school certificates immediately after the general training course for at least six months in the military schools. The curriculum and subjects of this course must be designed in such a way that its

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graduates are qualified for the positions of Guard Corps razmavar, second class, and Guard Corps razmavar, first class.

Note. Forces may, suitable to their needs, take steps to establish military schools for the general guard training and initial specialized courses in various units and regions.

Article 39. Complementary specialized training course:

The complementary specialized training course is held for the completion of the specialty of the personnel of the permanent military cadre with the rank of Guard Corps razmavar, first class, for at least six months in the College of Sciences and Techniques of the Forces, and the forces are responsible for taking steps to establish these courses in such a way that all the personnel with the rank of Guard Corps razmavar, first class, are able to pass this course on time. The curriculum and subjects of this course must be designed in such a way that they enable its graduates to perform in the positions of razmdar, second class, and razmdar, first class. Promotion to the rank of razmdar, second class, shall depend on success in this course.

Article 40. Supervisory training course:

This course is held for the personnel subject to Note 1 of Article 77 of this law in the rank of razmdar, first class, for at least six months in accordance with the needs of the College of Sciences and Techniques of the Forces. The curriculum and subjects of this course must be designed in such a way that its graduates are able to perform in the ranks of third lieutenant to first lieutenant. Promotion of this personnel to the rank of third lieutenant shall be subject to the completion of this course.

Note. The Guard Corps may carry out complementary and supervisory specialized training courses consecutively in one phase and may also carry out parts of these courses as training during service.

Article 41. Military basic sciences training courses:

In order to provide and train the personnel of the permanent minister of culture who are hired with a high school diploma, the Guard Corps shall establish the Basic Military Sciences College in the Imam Hoseyn University. The minimum period of training in this college is seven academic terms in two courses, as follows:

First course. This course will include at least four academic terms and will be for the training of those with high school diplomas who are accepted in entrance competition.

Second course. This course will include at least three academic terms and will be held for those who have been accepted through evaluation and entry competition from among graduate applicants of the first course of study.

Note 1. Personnel hired with education less than the diploma level and who have succeeded in acquiring a diploma, and who are a maximum of 25 years of age, may take part in the entrance examination of the first course of the Military Basic Sciences College, and, all things being equal, priority will be given to employed personnel.

Note 2. If necessary and in an emergency situation, the Guard Corps may register those with associate degrees needed, who are a maximum of 25 years of age, for participation in the entrance examinations of the second course of the basic military sciences training course.

Note 3. The subjects and curriculum of this college must be designed in a way that, with the passage of later training, the graduates are able to perform at the ranks of third lieutenant to colonel, and the graduates of the second course are able to perform their duties in the jobs at the ranks of second lieutenant and higher.

Note 4. The General Headquarters of the Guard Corps may in the ranks that it finds necessary carry out the second courses in basic military sciences, preliminary level and advanced level courses consecutively and with at least five academic terms.

Note 5. The Guard Corps may when necessary implement the second basic military sciences course in the College of Sciences and Techniques of the Forces.

Article 42. Scientific and specialized course:

In order to provide and train the needed technical and specialized cadre in the joint ranks and academic fields that cannot be provided from the universities in the country, the Guard Corps will establish in Imam Hoseyn University specialized scientific colleges, with the coordination of the Ministries of Culture and Higher Education and Health, Treatment and Medical Education.

Article 43. Preliminary level training course:

Preliminary level training courses are held as needed in order to provide preliminary training for the ranks that need graduates of the Basic Military Sciences Colleges prior to their start of service for at least six months at the College of Sciences and Techniques.

Note. The graduates of the first basic sciences course who are a maximum of 27 years of age and who do not succeed in entering the second course, may, after passing the preliminary level course, take part in the examination of the second basic military sciences course.

Article 44. Advanced level training course:

Advanced level training courses at the ranks of first lieutenant and captain for a period of at least six months shall be established for all the personnel graduating from the preliminary level courses and all personnel who are recognized as at the level of graduates of this course and for whom at least four months have passed since their previous training in accordance with their ranks, as the case may be, in the College of Sciences and Techniques of the Forces or the specialized scientific colleges of Imam Hoseyn University. Promotion to the rank of major for such personnel shall be subject to passing this course.

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Article 45. The forces may implement the first and second basic military sciences courses consecutively for special courses, such as piloting and navigation, with the College of Sciences and Techniques of the Forces, with at least seven academic terms.

Note. When the curriculum and content of these courses have been planned and implemented with consideration for the content and total minimum period of the preliminary and advanced level courses, the above-mentioned graduates will be regarded as having completed the preliminary and advanced level courses.

Article 46. Those with associate and higher degrees in educational fields that cover the content of the preliminary and advanced level courses of any of the noncombat ranks will be regarded as having completed the preliminary or advanced level training, provided they have completed the needed training.

Article 47. Command and headquarters training course:

The command and headquarters training course shall be held to train the graduates of the second course of the Colleges of Sciences and Techniques of the Forces or the Basic Military Sciences who have completed the advanced level course or are regarded as at the level of graduates of this course as well as those with needed bachelor's and higher degrees since whose previous training at least three years have passed in the ranks of major and lieutenant colonel in the Command and Headquarters College, and the duration of this course will be at least nine months.

Note. The subjects and curriculum of the Command and Headquarters College must be designed in such a way that its graduates are able to plot, command, and manage the high levels of the Guard Corps and other Armed Forces. The graduates of the Command and Headquarters College will receive one year seniority.

Article 48. Advanced war training course:

This course is held for the graduates of the command and headquarters training course since whose previous training at least two years have passed in the ranks of colonel and brigadier general, second class, in the Command and Headquarters College of the Guard Corps. The minimum duration of this course is nine months, and its graduates will receive one year seniority. The subject matter and curriculum of this course must be designed in such a way that its graduates are sufficiently familiar with national defense plans. Promotion to the ranks of lieutenant general and general shall be subject to the passing of this course.

Article 49. Strategic sciences training course:

This course is for training, study, and research in the area of the general military policy of the country in defense affairs for one year. Graduates of the Command and Headquarters College and those with masters and doctorate degrees needed by the Guard Corps with the minimum rank of colonel and employees who have masters and higher degrees as well as national officials who are not military but in some way have responsibilities regarding defense issues and the commanders and managers of the ranks of the armed forces of Muslim nations and oppressed nations that are not hostile to Islam, with the introduction of the General Command of the Guard Corps and the approval of the General Command, may take this course. This course is held in the College of Strategic Sciences of the General Headquarters of the Guard Corps.

Note. The General Headquarters is responsible, after acquiring the necessary readiness and approval of the General Command, for combining the College of Strategic Sciences of the Guard Corps and the University of Strategic Sciences of the Army and holding the strategic sciences training courses under the supervision of that headquarters.

Article 50. All employees, including the permanent and contract cadre, at the beginning of service must go through a preliminary military training course and familiarity with the laws, regulations, bylaws, and their service situation in the Guard Corps. The duration of this course for the personnel who have completed compulsory service is at least one month and for those who have not completed compulsory military service at least three months.

Article 51. Contract personnel who will serve in military form and also duty personnel at the start of service will go through the preliminary and specialized military training courses.

Note. The Guard Corps is responsible for providing the resources for literacy of the duty personnel with the cooperation of the Literacy Movement and related organizations.

Article 52. The charter, subject matter, and curriculum of each course and educational center shall be prepared by the General Headquarters of the Guard Corps with consideration for the articles cited in this law and the educational laws of the country and approved by the General Command.

Note 1. The preparation of the charter and curriculum of the courses and training centers of the ideological-political rank is the responsibility of the representative of the religious guardian in the Guard Corps.

Note 2. The ideological-political curriculum for these courses will be prepared with the coordination of the representative of the religious guardian, and the ideological-political and information security subject matter of the courses will be prepared by the representative of the religious guardian and information security in the Guard Corps.

Article 53. Guard Corps training must be planned and implemented so as to meet the needs of the related organization in the best possible manner and move the Guard Corps towards self-sufficiency. During peace time as well, the personnel will be able to perform the duties established in Article 147 of the Constitution.

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Article 54. The Guard Corps is responsible for taking steps to publish journals and hold training camps, field trips, and short instructional courses as well as continuing training in order to strengthen the ideological-political perspective and raise the level of knowledge and military training of the personnel in the course of their service.

Article 55. The Guard Corps is responsible for projecting and implementing the necessary programs to achieve the physical readiness of the personnel suitable to their assignments in all training and during their service.

Article 56. The personnel who are sent to any of the training centers and courses that are projected in this law must have the opportunity to continue service and output appropriate with the time, quality, and importance of the training period at the level of at least twice the educational period after its completion. This period will be determined in the training charters.

Article 57. The General Headquarters of the Guard Corps is responsible, with the coordination of the Ministries of Culture and Higher Education and Health, Treatment and Medical Education, for meeting some of its specialized needs through grants from universities and educational institutions outside the Guard Corps.

Article 58. The General Headquarters of the Guard Corps is responsible for announcing its specialized and educational needs every year in order for the personnel who wish to do so to study in those fields, with the consent of the related force or organization.

Article 59. During times of war and crisis and in emergency situations, the length of the training courses may be reduced, upon the suggestion of the Guard Corps and the approval of the General Command, provided the level of quality of the training is maintained.

Article 60. The General Headquarters of the Military may institute any one of the training courses that are held jointly among two or more forces and organizations in one of the forces or organizations that have greater need, with the approval of the General Commander of the Guard Corps. The personnel of other forces and organizations may also receive training in that course.

Article 61. Training courses of the regular and active Basiji personnel are as follows:

A. General preliminary course

B. General complementary course

C. Specialized Basij course

D. Refresher and unity maintenance course

Article 62. The General preliminary course consists of initial training at the level of defense that will be held for all regular and active Basijis for at least 15 days in the resistance ranks of the Guard Corps Basij Resistance Force in government and nongovernment places, offices, or organizations in the areas of military and nonmilitary and local resistance.

Article 63. The general complementary Basij training course is for that group of Basijis who have passed the guard preliminary course, held for a period of 45 days in the training centers of the Guard Corps Basij Resistance Force. The curriculum and subject matter of this course must be designed in such a way that it will be considered equivalent to two months of general military service training.

Article 64. The Ministry of Education is responsible, with the coordination and supervision of the Guard Corps, for taking steps in the implementation of military theoretical and practical training with compulsory courses among the students at various educational levels in order to achieve the 20-million-large army, for creating interest and defense readiness, and for maintaining and continue it in the area of military and civilian defense and local resistance, as follows:

A. At the middle school level, at least two hours per week in theory and one day per year in practical camp.

B. At the high school level, at least three hours per week in theory and three days per year in the form of practical camps, in such a way that by the end of the high school, students have completed the preliminary military duty training.

Note 1. The implemental bylaws of this article, including the procedures for supervision by the Guard Corps, cooperation and coordination between the Guard Corps and the Ministry of Education, and the procedures for designing the subjects, classes, and practical camps. The procedures for exemption from the practical camps and the calculation of grades shall be prepared with consideration for other articles in this law by the General Headquarters of the Guard Corps and the Ministries of Defense and Armed Forces Logistics and Education and after verification by the General Headquarters will be approved by the Cabinet.

Note 2. Implementation of programs, training, and necessary organizations to attract interest in regards to defense with the use of textbooks, programs during study, and the Voice and Vision at the elementary school level shall be on the basis of bylaws to be prepared by the Ministry of Education, with the coordination of the Guard Corps, and approved by the Cabinet.

Note 3. Training subject to this article for women, suitable to their conditions, shall be particularly in the area of emergency assistance, support, local resistance, and civilian defense.

Note 4. Training at the middle school level is equivalent to the general preliminary training course of the Basij training course and will be considered the equivalent of two months of general military service.

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Article 65. Specialized Basij course:

This course is held for that group of active Basijis who have completed the general complementary course, for a period of one month in the Guard Corps training centers. The curriculum and subject matter of this course must be designed in such a way that it will be the equivalent of one month of training and military duty service.

Article 66. The Guard Corps is responsible, with the coordination and cooperation of the Management Council of the Seminary and the Ministries of Culture and Higher Education and Health, Treatment and Medical Education, as the case may be, for holding specialized Basij training for individuals who prior to compulsory service enter higher education in the seminaries or universities, in the form of theory and military camps.

Note 1. The above training shall be a part of the compulsory courses of the students at the levels of associate degree, bachelors degree, and masters and doctorate joint degrees and their equivalents and must be devised in such a way that they will be considered the equivalent of one month of training in general military service.

Note 2. Training cited in Article 65 and this article for women appropriate to their circumstances shall be particularly in the area of emergency assistance, support, local resistance, and civilian defense.

Note 3. The number and level of courses and practical camps and the procedure for exemption from military theoretical and practical courses in accordance with the related laws shall be on the basis of bylaws to be prepared by the General Headquarters of the Guard Corps, with the coordination of related ministries and authorities, and approved by the Management Council of the Seminary or the Supreme Council of the Cultural Revolution, accordingly.

Article 67. Refresher and unity maintenance training of the cautionary forces shall be implemented on the basis of the general military service law within the ratified funds for a period of five to 15 days per year in the form of cautionary regiments, which are created in the combat and combat support units and the training centers of the Guard Corps and the Military, in order to maintain combat and specialized abilities.

Article 68. Refresher and unity maintenance training of the reserve forces shall be implemented on the basis of the general military service and regular and active Basijis laws within the ratified funds for a maximum of one week every two years in order to create readiness by the Basij resistance forces of the Guard Corps.

Note 1. These individuals are organized in the resistance ranks by the resistance Basij force of the Guard Corps in various regions of the country in ratio to their population.

Note 2. The Guard Corps is responsible for preparing the implemental bylaws of Articles 67 and 68 of this law and having them approved by the General Command.

Article 69. The period of the training courses cited in this law and the period of full-time service in the combat organization for the active and special Basijis who are subject to military service shall be calculated as a part of their compulsory or cautionary service.

Article 70. All implemental organizations of the country that use the surplus duty personnel of the Armed Forces in accordance with the laws and regulations of the country are responsible for placing the above-mentioned individuals at the disposal of the Armed Forces for military retraining or summons in emergencies and war, upon the instructions of the General Headquarters.

Note. The summoning other cautionary and reserve forces in accordance with Article 56 of the general military service law and the summoning of Basij members shall be on the basis of instructions to be approved by the General Command.

Article 71. In the implementation of Article 147 of the Constitution, the Guard Corps is responsible, with the use of qualified persons eligible for military service at the level of regular Basijis, after passing the initial general and specialized training, for creating organized cultural, education, health, and construction units and placing them, in accordance with the programs and policies of the related ministries and institutions, accordingly, at the disposal of the related executive organizations for education, literacy, health and treatment, and construction of villages and oppressed regions of the country while retaining supervision over their discipline and the implementation of their training program.

Note 1. The above actio[illegible]ards peace time. At times of war and crisis, the above-mentioned persons shall be employed in accordance with the policies issued by the General Headquarters.

Note 2. The number and percentage of needed individuals from various eligible classes shall be determined every year upon the suggestion of the Cabinet and the approval of the General Headquarters.

Note 3. The implemental bylaws of this article will be prepared by the Ministry with the coordination of the General Headquarters of the Guard Corps and the General Headquarters and the approval of the Cabinet.

Part 2: Evaluation and Promotions

Article 72. Promotion consists of attaining a higher rank from another in accordance with the regulations of this law.

Note. Promotions and the method for their implementation shall be on the basis of bylaws to be prepared by the General Headquarters of the Guard Corps and approved by the General Command.

Article 73. The Guard Corps is responsible for evaluating all the permanent and special Basij cadre with consideration for the following factors in accordance with related bylaws:

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A. Observance of moral standards, Islamic ethics, and political and security competence.

B. Talent, capability, and competence in the work and adherence to discipline.

C. The results of the ideological-political and military training during service.

D. The results of the physical fitness tests and assessments during service.

E. Carrying out dangerous and difficult assignments.

Article 74. The history and work of the Guard Corps personnel at various levels shall be evaluated on the basis of related bylaws and after the verification of the Evaluation Committee of the related force or organization and the approval of the authorities cited in Article 87 of this law, with consideration for the points received, shall be given a minimum of a six month delay in promotion to a maximum of one year seniority.

Note 1. The evaluation of personnel shall be prior to the time for promotion and will be done at every promotional level at least once. The line of evaluation shall differ depending on time conditions and the need of the Guard Corps.

Note 2. The result of the evaluation of the personnel in accordance with the related bylaws will be the basis for promotions and appointments and will effect commendations, discipline, and referrals to training courses as well.

Note 3. The composition of the members; the authority, duty, and number of evaluation committees; and the procedures for the evaluation and promotions of the personnel shall be prepared within the articles of this law by the General Headquarters of the Guard Corps and approved by the General Command.

Article 75. The order of military personnel ranks of the Guard Corps forces and their equivalent ranks in the Guard Corps Navy shall be as follows:

1. Private	Recruit
2. Private, second class	Apprentice seaman, second class
3. Private, first class	Apprentice seaman
4. Razmyar	Seaman
5. Razmavar, third class	Petty officer, third class
6. Razmavar, second class	Petty officer, second class
7. Razmavar, first class	Petty officer, first class
8. Razmdar	Chief petty officer, junior grade
9. Razmdar, first class	Chief petty officer
10. Third lieutenant	Razmdar, first class
11. Second lieutenant	Ensign
12. First lieutenant	Lieutenant, junior grade
13. Captain	Lieutenant
14. Major	Lieutenant commander
15. Lieutenant colonel	Commander
16. Colonel	Captain
17. Second brigadier general	Second Rear Admiral
18. Brigadier general	Rear Admiral
19. Major general	Vice admiral
20. Lieutenant general	Admiral
21. General	Daryabod

Note. In all instances in this law in which the ranks of the personnel of the Guard Corps forces have been mentioned, with regard to the Navy ranks of the Guard Corps, their equivalent ranks are intended.

Article 76. The number of ranks for the employees cited in this law is 20, and the above-mentioned employees if competent and efficient shall be promoted once every four years.

Article 77. The personnel who are hired with certificates below a diploma, after the general training course of the Guard Corps and initial specialized training, will receive the rank of razmavar, second class, and their minimum stay in all subsequent ranks will be four years.

Note 1. The personnel cited in this article who succeed in earning diplomas but do not meet the qualifications to take part in the entrance examination for the first course of basic military training sciences or equivalent courses or do not succeed in completing that course, based on the needs of the Guard Corps and completion of the supervisory training course, in accordance with Article 40 of this law, may achieve the rank of third lieutenant.

Note 2. The personnel who have received higher degrees will receive nine months of seniority for each academic year after the diploma.

Note 3. The personnel who do not succeed in earning a diploma will be retired at the rank of third lieutenant.

Note 4. The Guard Corps may, upon the request of the personnel cited in Note 3 of this article and the need of the Guard Corps, change their position to that of employee, as cited in Paragraph B of Article 19 of this law.

Note 5. The Guard Corps is responsible for providing the necessary conditions for personnel in these ranks to complete high school education.

Note 6. The government is responsible for taking steps in regards to ensuring suitable jobs for the personnel cited in this article, such as providing tools, continuation of employment in government organizations, or capital for employment, in accordance with bylaws to be prepared by the Ministry of Defense with the cooperation of the General Headquarters of the Guard Corps and other related ministries and approved by the Cabinet, such that after service in the Guard Corps they will not be unemployed.

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Article 78. Graduates of the first course of the Military Sciences College will receive the rank of second lieutenant, and their minimum stay in the ranks of lieutenant is three years and in the ranks of captain and higher, except for colonel, is five years.

Note. In regards to those who reach the rank of second brigadier general and have completed the Command and Headquarters College or have a masters or higher degree needed and acceptable by the Guard Corps, promotion to the rank of brigadier general and higher shall be on the basis of need, upon the suggestion of the General Command of the Guard Corps and the approval of the General Command.

Article 79. The status of the promotion of the Military personnel who are graduates of higher education institutions and universities of the country, after hiring and completion of the general Guard Corps training course and graduation from the scientific and specialized colleges of the Imam Hoseyn University, shall be as follows, accordingly:

A. Those with associate degrees will be promoted to the rank of third lieutenant.

B. Those with bachelors degrees will be promoted to the rank of second lieutenant.

C. Those with higher degrees, for each academic year after the bachelors or equivalent degrees, shall receive two years of seniority above those with bachelors degrees, and for every four years of seniority, they will receive one higher rank. The subsequent promotions of such personnel shall be subject to the regulations in Article 78 of this law.

Article 80. The personnel who in the course of service acquire and present associate and higher degrees needed and accepted by the Guard Corps shall be treated as follows:

A. If at the time the degree is presented their rank is lower than the entry rank of persons with the presented degree, they shall be promoted to the rank of the entry with that degree, in accordance with regulations in Article 79 of this law.

B. If at the time the degree is presented, the rank is higher than the entry rank for the degree presented, their later promotion shall be on the basis of the new degree, subject to regulations in Article 78 of this law.

Article 81. Contract personnel will be promoted to the following ranks after the necessary training:

A. Those with elementary school certificates, to the rank of razmavar, third class.

B. Those with middle school certificates, to razmavar, second class.

C. Those with high school diplomas, to razmavar, first class, or rank 7.

D. Those with associate degrees, to third lieutenant, or rank 10.

E. Those with bachelors degree, to second lieutenant, or rank 11.

F. Those with higher degrees, for every degree above a bachelors degree, they shall receive one higher rank.

Note. Employee contract personnel who are hired on the basis of their expertise and practical skill with educational certificates lower than a diploma shall receive the related ranks according to Article 85 of this law.

Article 82. Contract and duty personnel who are hired in accordance with the regulations of this law in the permanent cadre and who have not completed the needed training for the permanent cadre must do so, and if their ranks after the above-mentioned training are equivalent to their contract and duty ranks, their contract and duty service period will also be included in their promotion files.

Note 1. Personnel who have a history of full-time service as active or special Basijis shall be subject to the regulations in this article.

Note 2. The calculation of the period of contract, duty, and Basiji service of such personnel in terms of retirement years shall depend on the payment of retirement deductions to the Guard Corps retirement fund.

Article 83. Duty personnel in terms of promotion to the ranks shall be subject to the regulations of the general military service law, which shall be adjusted to the requirements of this law.

Article 84. The first rank of employees cited in Paragraph A of Article 19 of this law at the start of employment with a high school diploma is rank 9, and with degrees higher than a diploma, it will be one higher rank for every two years of education above that of a diploma.

Note 1. If the number of educational years above the diploma is odd, for the last educational year, they shall receive two years seniority.

Note 2. Employees cited in this article who in the course of service present degrees needed by the organization higher than the degrees or certificates presented at the start of employment, if at the time of presenting the new degrees their service rank is lower than the entry rank for the presented degree, will have their ranks changed to the entry rank of the new degree, and they shall receive the related benefits in the course of service, and if at the time of presenting the degree, their rank is higher than the entry rank of the presented degree, their later promotions shall be on the basis of the new degree.

Article 85. The first rank of the employees cited in Paragraph B of Article 19 of this law, who are hired with a skill in one of the ranks—1 to 3—for positions that in terms of complexity and difficulty are in one of the groups—1 to 3, will be as follows:

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A. Level 1, group 1, rank (1)

B. Level 2, group 1, and level 1, group 2, rank (3)

C. Level 3, group 1, and level 2, group 2, and level 1, group 3, rank (5)

D. Level 3, group 2, and level 2, group 3, rank (6)

E. Level 3, group 3, rank (8)

Note 1. Employees cited in Paragraph A of this article who have elementary school certificates will receive one year of seniority; all employees cited in this article who have middle school certificates will receive four years of seniority; and those with high school diplomas will receive eight years of seniority. If in the course of service they receive and present their degrees, and at least five years remain until the end of their service, from the date of the presentation of the service, they shall receive the related seniority.

Note 2. If the personnel cited in this article present degrees higher than a diploma, if the Guard Corps needs them, they shall be changed to employees, as cited in paragraph A of Article 19, and their subsequent promotions shall be in accordance with Article 84 of this law.

Note 3. If employees cited in this article succeed in the course of service in serving in a job in a higher group, with the verification of the committee in Article 32 of this law, with one of the three skill levels, if the organization needs them, they shall be transferred to the above-mentioned job group, and if the entry level of the skill level and new job group are higher than their level at the time of their appointment in the new job, from the time of appointment, their level will change to the above-mentioned entry level, and they shall receive the related benefits in the course of service.

Article 86. For the promotion of personnel, in addition to meeting all the requirements stated in this law and the related regulations, they must have been appointed earlier or simultaneously with promotion in the higher organizational job.

Note 1. The Guard Corps is responsible for making the necessary projections, as much as possible, in the area of hiring, training, and circulation of organizational jobs in such a way that personnel are not denied promotion due to lack of organizational positions.

Note 2. The creation or addition of organizational positions for the purposes of promotion is prohibited.

Note 3. If the promotion of an individual is not possible on the basis of related regulations or is delayed in this case after the person has remained in the rank for the minimum required period, or even prior to acquiring seniority, he shall continue to serve in the same rank.

Note 4. Promotion of personnel has no definite time period and is granted when all necessary qualifications are met at any time in the year.

Article 87. Promotion of personnel, while adhering to the articles of this law, shall depend on approval by the following authorities:

A. Military personnel up to the rank of second lieutenant and employees up to rank 17 in the forces, by the commander of the related force; in the General Headquarters, by the head of the General Headquarters; in the Ministry, the minister; in the General Headquarters of the Guard Corps, by the head of the General Headquarters of the Guard Corps; and in the affiliated organizations, by the directors of the organizations.

B. Military personnel from the rank of first lieutenant to second brigadier general in the Guard Corps, by the General Command of the Guard Corps; in the Ministry and General Headquarters, by the general commander; employees from rank 18 and above in the Guard Corps, by the general commander of the Guard Corps; in the Ministry, by the minister; and in the General Headquarters, by the head of the General Headquarters.

C. Brigadier general and higher, by the General Command.

Article 88. In exceptional cases, in order to provide for the needs of the Guard Corps and maintain a balance in the hierarchy of sensitive jobs, with the suggestion of the head of the General Headquarters, the General Command of the Guard Corps, and the minister and the approval of the General Command, the personnel of the permanent Military cadre and special Basijis shall be promoted a maximum of two temporary ranks.

Note 1. Personnel who are promoted to a temporary rank, during the entire period that they have the right to benefit from the above-mentioned rank, shall receive the salary of the temporary rank.

Note 2. Promotion of this personnel in terms of permanent rank shall be subject to the regulations cited in this law.

Note 3. If the organizational needs are met, or for reasons of lack of efficiency and competence, the temporary rank will be taken away, upon the suggestion of the head of the General Headquarters, the General Command of the Guard Corps, and the minister, with the approval of the General Command, accordingly.

Note 4. If those eligible for this article retire, become disabled, or die during service in the temporary rank, their title and the benefits of the temporary rank will be taken away, and the source for the calculation of retirement or duty salary or regular pay shall be the salary of the permanent rank, except in regards to martyred or self-sacrificing personnel and those missing on the front and captured, whose temporary rank shall be the basis for the calculation of their regular and duty salary.

Article 89. Evaluation and promotion of the personnel who are affiliated, deserters, detained, legally convicted, absent without leave, suspended, or relieved of duty shall be in accordance with the regulations of this law and the bylaws

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to be prepared for this purpose by the General Headquarters of the Guard Corps and approved by the General Command.

Article 90. For personnel punished with a temporary demotion in rank, the period in question shall not be calculated in the necessary years for their promotion.

Article 91. Regarding personnel with a history of service in the ministries and government or government-affiliated institutions or who have cooperated full-time with the Islamic revolution institutions officially or on a volunteer basis and whose history of service is transferred to the Guard Corps, if the history of their service is in connection with their job in the Guard Corps, it shall be included in the years of service and promotion; otherwise, it shall only be calculated in their retirement years.

Article 92. Scientific, technical, professional, and art degrees granted by the proper and official authorities of the country shall be evaluated and used similar to educational degrees in terms of promotions, in accordance with bylaws to be prepared by the General Headquarters of the Guard Corps and approved by the General Command.

Article 93. Students under 15 years of age who meet the requirements for membership in the 20-million-army will be regarded as regular Basijis.

Article 94. The ranks of the members of the 20-million-army, which include the regular and active Basijis over 15 years of age, are as follows:

1. Combatant (razmandeh)

2. Combatant (razmju)

3. Daryadel [as published]

4. Soldier of holy war [Mojahed]

Note 1. In the organizational charts of the resistance ranks, the organizational positions below the resistance areas will be determined with the ranks cited in this article, and from the resistance area and above, the Military ranks cited in Article 75 of this law.

Note 2. The commander of the resistance area rank in the 20-million-army shall be selected from the special Basijis or the permanent Military cadre of the Guard Corps, and the commanders of the resistance base rank and the resistance group of the 20-million-army may be selected from the active Basijis who have at least the ranks of [?daryadel] and [?razmju].

Note 3. Regular Basijis will only receive the rank of [?razmandeh] and active Basijis the ranks of [? razmju] and higher.

Article 95. Promotion of the Basij members to the rank of [?razmandeh] shall be subject to the general preliminary training rank cited in Article 62 of this law, and promotion to the rank of [? razmju] shall be due to the completion of the specialized Basij training course cited in Article 65 of this law.

Note 1. Later promotions of the Basij members appropriate with the completion of the unity maintenance training courses cited in Paragraph D of Article 61 of this law; the level of activity of the resistance and local emergency and Guard Corps assignments; efficiency; skill and competence; amount of commendations; and educational level shall be on the basis of instructions to be prepared by the General Headquarters of the Guard Corps and approved by the General Command.

Note 2. In any case, the minimum period of stay in the ranks of [? razmju] and [? daryadel] for promotion to higher ranks is five years from the date of the ratification of this law.

Article 96. The regular and active Basiji personnel during employment in the combat organizations or passing the general military service and special Basiji personnel will be promoted to the Military ranks of the Guard Corps cited in Article 75 of this law as follows:

A. Regular Basijis in accordance with the regulations related to promotion of those eligible for general military service.

B. Active Basijis appropriate to the level of activity and competence and completion of training courses, up to a maximum of two ranks above regular Basijis.

C. Special Basijis in accordance with the regulations related to the promotion of permanent Military cadre and with consideration for the educational degree, completion of training courses, level of activity, and competence appropriate to the military ranks and up to the maximum rank of general. The minimum period of stay for this group of personnel in every rank, if they serve full time, shall be equal to the minimum period of stay of the personnel of the permanent cadre in the same rank in accordance with other articles of this law.

Note. The implemental bylaws of this article and the procedures for the calculation of the level of activities, completion of training courses, and competence of the Basiji personnel in their promotions will be prepared by the General Headquarters of the Guard Corps and receive the approval of the General Command.

Chapter IV: The Status of Personnel in Terms of Service

Article 97. The status of the personnel subject to this law in terms of service shall be as follows:

A. Trial service

B. Training service

C. Ready to serve

D. Assigned

E. Assigned to serve

F. On leave

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G. Absent without leave

H. Deserter

I. Detained

J. Suspended

K. Relieved of duty

L. Affiliated

Article 98. Trial service is the service status of employees who in accordance with related regulations are admitted to serve and are passing the trail phase for the purpose of the necessary competence evaluation for a period of six months to two years.

Article 99. Training service is the service status of personnel of the permanent cadre and special Basijis who, without an organizational job, are being trained in one of the training institutions or centers at the expense of the Guard Corps, the Ministry, or the General Headquarters.

Note. Except with regard to the training at the start of employment, if the training course is less than six months, the personnel will go through the course as assigned, maintaining their organizational affiliations; and if the training period exceeds six months, the personnel will be affiliated during the course of training.

Article 100. Ready to serve is the status of personnel who in accordance with related regulations are appointed and perform their duties in practice in an organizational job.

Article 101. Assigned is the status of personnel who for a period of less than one year are appointed in an organizational job other than their own organizational job or in a job for which no position is anticipated in the organization or are sent to the General Headquarters, the Ministry, or other forces and organizations for that period.

Note 1. The personnel of the General Headquarters and the Ministry will be assigned and transferred to the forces and organizations of the Guard Corps with the approval of the General Headquarters of the Guard Corps.

Note 2. Forces and organizations are responsible for introducing their surplus personnel to the General Headquarters of the Guard Corps so that, with their transfer or assignment to the General Headquarters, Ministry, or other forces and organizations, the possibility for maximum use of the personnel and meeting the organizational needs is provided.

Article 102. Assigned to serve is the status of personnel who are assigned to other ministries, institutions, or government or government-affiliated organizations.

Note. Being assigned to serve shall require the approval of the authorities cited in this law and inclusion of the matter in the general decree.

Article 103. On leave is the situation of the personnel who in accordance with related regulations are benefitting from one of the following leaves:

A. Earned leave. Personnel of the permanent, duty, and contract cadre have the right to one month annual leave with pay and benefits. The period of leave in bad climate regions will be 45 days. During training and education, personnel may benefit from training and educational leaves in accordance with the regulations in the charters of the related schools.

B. Treatment leave. Personnel who due to illness are not able to serve, with the recommendation of the physician in charge, in addition to earned leave, may benefit from this leave up to a maximum of four months per year. Female personnel in terms of maternity leave shall be treated the same as those subject to the national employment law.

C. Emergency leave. Personnel who do not have annual earned leave but due to an emergency require a leave may make use of the earned leave of the following year for a maximum of 15 days.

D. Leave without pay. Personnel under particular emergency conditions may benefit from a total of three years of leave without pay in their course of service. This period will not be calculated in terms of promotions and retirement toward their service years.

E. Incentive leave. Based on competence, a maximum of 30 days per year may be given as incentive leave.

F. Assignment leave. Personnel who are sent on assignment by the Guard Corps for at least three months outside their place of service and residence may, in addition to earned leave, benefit from a maximum of five days of leave for every month of assignment.

Note 1. The arrangement for use of the leaves mentioned in the paragraphs of this article, the determination of bad climate regions cited in Paragraph A of this article, and the authority of the commanders and responsibility in granting leaves shall be on the basis of bylaws to be prepared by the General Headquarters of the Armed Forces and approved by the General Command.

Note 2. Under war conditions, crises, and general mobilization and when necessary, the granting of leaves and their duration shall be in accordance with bylaws to be prepared by the General Headquarters of the Guard Corps and approved by the General Command.

Article 104. Absent without leave. Absent without leave is the status of personnel who do not report at the location of service without observing the regulations.

Article 105. Deserter. Deserter is the status of personnel whose absence in peace time exceeds 15 days and in war time five days. The salary and benefits of such personnel shall stop from the date of absence and deserters who report for duty or arrest will immediately resume service and their charge of desertion will be investigated in accordance with the related penal regulations. The service status of the Guard Corps personnel, except for duty personnel who have deserted, shall be as follows:

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A. If a ruling of acquittal or stopping of investigation is issued, the period of absence or desertion will be changed to affiliation.

B. If the conviction results in a sentence that does not require dismissal from service, the period of absence and desertion will not be calculated in the service.

C. If the conviction results in punishment that requires dismissal from service, the convicted shall be dismissed from the date of the final ruling.

Note. If the period of desertion of the personnel amounts to six months from the time of the start of absence, they will be considered dismissed. After that, they will be tried on the basis of related penal regulations, and only in case of acquittal or stopping of prosecution and investigation will the dismissal ruling be revoked. If the trial is carried out in absentia, the personnel may after returning contest the issued ruling, and if acquitted or the ruling to stop prosecution and investigation is issued upon reexamination, the dismissal ruling will be revoked.

Article 106. Detained is the status of personnel who, in accordance with warrants issued by the proper judicial authorities, remain in detainment until the issuance of a final ruling or in accordance with disciplinary regulations are under arrest in detainment centers or the place of service.

Article 107. Suspended is the status of personnel who in accordance with related regulations, due to committing disciplinary violations, are dismissed temporarily while retaining their organizational positions.

Note. The period of suspension of personnel shall not be included in the time of service for purposes of promotion and will only be calculated in regards to retirement.

Article 108. Relieved of duty is the status of personnel who due to one of the following reasons are temporarily dismissed from work without retaining their organizational position:

A. They are imprisoned in accordance with rulings issued by proper authorities.

B. They are jailed due to failure to pay the amount sentenced or the debt resulting in their warrant.

C. They are relieved of duty temporarily due to committing disciplinary violations or warrants issued by proper judicial authorities.

D. If they are sentenced to mandatory stay or prohibited from staying in a certain place.

Note 1. If one of the Guard Corps centers exists in the place of residence of the personnel subject to Paragraph D, the Guard Corps may call them to serve in that place instead of being relieved of duty.

Note 2. The period of time personnel are relieved of duty will not be included in their time for promotion purposes and will only be calculated toward their retirement.

Note 3. Conviction at a level that is subject to pardon, conditional release, suspension of sentence, or delay in the implementation of a ruling or incarceration or service will not result in being relieved of duty.

Article 109. Affiliated is the status of personnel who are separated from their service rank in one of the following conditions and are placed at the disposal of the related force or organization or the General Headquarters of the Guard Corps, the General Headquarters, or the Ministry. The period of affiliation will be included in their period of service for promotion.

A. In regards to personnel who due to elimination or dissolution of the organizational place are without a job temporarily up to three months, the related force or organization is responsible for clarifying the job status of such personnel within this period.

B. In regard to personnel who are captured by foreign enemies or taken as hostages by counterrevolutionaries or outlaws, thieves, or smugglers for the entire period in captivity or being a hostage, and for a maximum of six months after release, the related force or organization is responsible for clarifying the status of such personnel during this period.

C. Missing personnel who have disappeared in fighting foreign enemies or confrontation with counterrevolutionaries, outlaws, armed robbers, or smugglers and whose situation is unclear, until their situation is determined, and the personnel who for some reason other than the above instances disappear for a maximum period of six months.

D. Personnel who due to illness are hospitalized for more than four months, for a maximum of one year, and self-sacrificers cited in Paragraph C of Article 121 of this law, for a maximum of two years.

Note 1. Personnel who maintain the status of assigned or assigned to serve for more than six months, and also personnel who during their service are sent to training courses more than six months long, will be considered affiliated.

Note 2. Calculation of the period of affiliation of the personnel cited in Paragraph C of this law regarding their promotion will depend on the determination of their status.

Chapter V: Disciplinary Duty of Personnel, Commendations, Punishments, and Procedures for Investigating Complaints

Article 110. In terms of disciplinary affairs, Guard Corps personnel shall be subject to the bylaws that determine the disciplinary duties of personnel, the kind and level of commendations and disciplinary punishments, and the authority of the commanders and officials in the area of their actions, within the limitations established in this law.

The above disciplinary bylaws shall be prepared by the General Headquarters of the Guard Corps and will be implemented after approval by the General Command.

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Article 111. Personnel, depending on their display of competence, shall be commended as follows:

A. Oral commendation

B. Written commendation

C. Commendation on the sectional record

D. Commendation on the record of the force or organization

E. Commendation on the general record of the Guard Corps

F. Leave commendation

G. Rewards and prizes

H. Granting of medals

I. Revoking of punishment

J. Seniority

K. Educational grants

Note. The granting of seniority to personnel who display extraordinarily valuable bravery, courage, self-sacrifice, effort, initiative, or creativity shall not be subject to the general requirements of promotion and shall be on the basis of the suggestions of the related commanders or those in charge and the approval of authorities cited explicitly in Article 87 of this law.

Article 112. Punishments implemented due to violations by personnel are as follows:

A. Oral reprimand

B. Written reprimand

C. Reprimand on the sectional record

D. Reprimand on the record of the force or organization

E. Reprimand on the general record of the Guard Corps

F. Additional service for a maximum of one month for duty personnel

G. Round-the-clock service in the section for a maximum of 30 days

H. Nonextendable detainment in the detainment center for a maximum of 30 days

I. Salary deduction at the level of one-fifth and for a maximum period of four months

J. Suspension for a maximum of six months

K. Relieved of duty for a maximum of three months

L. Denial of promotion for a limited period, a maximum of two years in peace time and four years in war time

M. Demotion for a limited period or permanently

N. Exemption from service

O. Severance

P. Dismissal from service

Note 1. If the demotion is imposed for a limited period of time, after that period ends, the personnel in question will continue service in the rank prior to punishment, and the same service history and their future promotions shall be on the basis of that rank. But if the demotion is implemented permanently, the personnel who are being punished, after the minimum period of stay in the punitive rank, will be promoted, taking into consideration the period of service in the rank prior to demotion, and their subsequent promotions shall be on the basis of the regulations in this law.

Note 2. Punishments of denial of promotion and demotion of personnel shall depend on the approval of the authorities cited in Article 87 of this law.

Article 113. The Guard Corps will dismiss, exempt from service, or give severance pay to personnel who lack the competence to be a Guard Corps member, as cited in Article 16 of this law, in accordance with bylaws to be prepared by the General Headquarters of the Guard Corps with the coordination of the representative of the religious guardian in the Guard Corps and the approval of the General Command.

Article 114. Examination of the violations of the personnel when the commander of the force or director of the related organization has suggested exemption from service or dismissal as well as examination of the complaints of the personnel of higher ranks in service affairs will be handled by preliminary committees comprised of the following members:

A. The commander of the related force or organization or his substitute, as the chairman of the committee.

B. The head of the religious guardian representative offices or his substitute in the related force or organization.

C. The deputy for manpower of the force or organization, as the secretary of the committee.

D. The head of the inspection office or his substitute in the related force or organization.

E. The head of the Information Security Office or his substitute in the related force or organization.

F. The judicial manager or his substitute in the related force or organization.

G. The representative of the judicial organization of the Armed Forces.

Note 1. If the personnel in the violations or collective complaint are of the Ministry, the General Headquarters of the Guard Corps, or the General Headquarters, the officials of the same level in the Ministry, the General Headquarters of the Guard Corps, or the General Headquarters shall compose the committee, and the suggestions

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for the above-mentioned punishments will also be presented to the committee by the minister or the heads of the General Headquarters and the General Headquarters of the Guard Corps.

Note 2. The meetings of the committee will be official with the presence of two-thirds of the members, their decisions valid with the majority of the votes of those present, and their rulings in regards to exemption from service and dismissal from service of the Military personnel up to the rank of third lieutenant and employees up to rank 15 final and binding.

Note 3. The examining committees may invite those persons it finds necessary to give their opinion; but the voting right is exclusive to the members of the committee.

Note 4. Inviting the violator to hear his defense in the examination meetings is mandatory; however, if he fails to be present in the meetings of the committee without justifiable cause, he will forfeit this right.

Note 5. At least one week prior to the examination meeting, the subject of violations and related reasons will be announced in writing to all the members of the committee as well as the violator.

Note 6. The secretary of the committee is responsible for announcing the results of the examination within a maximum period of 10 days to the related authorities and the violator and also for notifying him of the time and procedure for contesting the ruling of the committee in such cases when protests are accepted.

Note 7. Personnel that contest the decisions of the abovementioned committee must deliver, within a period of one month from the date of the notification, their written protest to the administrative office of the Supreme Committee on Disciplinary Affairs of the Guard Corps or send it by registered mail.

Article 115. Examination of the violations of Military personnel from the rank of second lieutenant and employees from rank 16 and higher, with regard to whom the commander of the force, the directors of organizations, General Headquarters, General Headquarters of the Guard Corps, or the minister have suggested exemption from service or dismissal, as well as examination of the complaints of the personnel in regards to the commanders, directors of the Headquarters of the forces, and their substitutes, and deputy directors of the General Headquarters of the Guard Corps and their violations and the examination of the protested rulings of the committees will be carried out in the Supreme Disciplinary Committee in the General Headquarters of the Guard Corps, composed of the following members:

A. The general commander of the Guard Corps or his substitute, as the chairman of the committee.

B. The representative of the religious guardian in the Guard Corps or his substitute.

C. The deputy for manpower of the General Headquarters of the Guard Corps, as the secretary of the committee.

D. The deputy inspector of the General Headquarters of the Guard Corps.

E. The head of information security of the Guard Corps.

F. The judicial manager of the General Headquarters of the Guard Corps.

G. The head of the judicial organization of the Armed Forces.

Note. The minister and the head of the General Headquarters or their deputies and the directors of the related Ideological and Political and Information Security Organizations shall participate accordingly in the Supreme Disciplinary Affairs Committee with the right to vote.

Article 116. The implementation of the punishments mentioned in this chapter by the General Command shall not require observation of the regulations in this chapter.

Article 117. The duty personnel in precautionary and reserve periods who avoid summons, recalls, and participation in training and retraining courses cited in this law shall be subject to the regulations cited in Article 10 of the general military service law and during service, according to the kind of cooperation, shall be subject to the disciplinary regulations of the force employing them.

Note. Basiji personnel in the course of training and service mentioned in this law shall be subject to the disciplinary regulations of the Guard Corps.

Article 118. Based on Article 172 of the Constitution, crimes related to the special military and law enforcement duties of the Guard Corps personnel will be examined in the Military Courts, but their general crimes will be examined in the public courts.

Note. In order to expedite the adjudication of Military crimes and violations subject to penal regulations during war, the Judicial Branch is responsible for taking steps to establish Military Courts in the needed operational regions, as determined by the General Command.

Chapter VI: Termination of Service

Article 119. The service of the personnel of the Guard Corps will be terminated in one of the following ways:

A. Martyrdom

B. Becoming a self-sacrificer

C. Disability

D. Retirement

E. Severance

F. Transfer

G. Death

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Military cadre, up to the rank of second brigadier general and with respect to all employees, shall be postponed up to a maximum of three years upon the suggestion of the commander of the force or the organization and the approval of the committee cited in Article 115 of this law, and the personnel of the permanent Military cadre or rank of brigadier general and higher, upon the suggestion of the head of the General Headquarters, the General Command of the Guard Corps, and the minister, as the case may be, and the approval of the General Command.

Note. The committee cited in Article 115 of this law may, one more time only, agree to the postponement of the retirement of personnel for a maximum of three years.

Article 125. Personnel with at least 20 years of service who serve in difficult and deleterious jobs shall retire, according to their service, on the basis of bylaws to be prepared by the General Headquarters of the Guard Corps, with the coordination of the Ministry, and approved by the Cabinet.

Note. Female personnel may retire with 20 years of service.

Article 126. The Guard Corps may, in emergency situations and if needed, return to service the retired personnel of the permanent Military cadre up to the rank of second brigadier general and all employees who are competent to return to service, upon personal inclination and the approval of the committee cited in Article 115 of this law, for a maximum period of three years and from the brigadier general rank and higher, upon the suggestion of the head of the General Headquarters, the General Command of the Guard Corps, and the minister, accordingly, and the approval of the General Command, at their rank prior to retirement.

Note 1. The above-mentioned committee may extend the above-mentioned period one additional time for a maximum period of three years.

Note 2. Subsequent requests for retirement prior to the completion of the above-mentioned period is prohibited, but the Guard Corps may once again retire them before the period is over.

Article 127. The Guard Corps may make use of the retired personnel subject to this law and other government retired persons while maintaining their retirement salary status in the form of procurement of service.

Note. The implemental bylaws of this article will be prepared by the Ministry with the coordination of the General Headquarters of the Guard Corps and the National Administrative and Employment Affairs Organization and approved by the General Command.

Article 128. Retired personnel are not permitted to use the special Military uniforms, except in special instances when the use of the Military uniform is specified by the General Command of the Guard Corps.

Article 129. Guard Corps personnel after completion of service may request severance at the level of at least twice the last period of training course, after the completion of that course, if they have a service history of at least five years above the number of years that they have studied at the expense of the Guard Corps. The approval of this request will be subject to the opinion of the related force or organization and the approval of authorities cited in Article 87 of this law.

Article 130. The Guard Corps may, if needed, return to service the personnel who have been given severance who are competent to return to service and for whom no more than five years have passed since their termination, upon personal request and with the approval of the authorities cited in Article 87 of this law, one time at the previous rank and history of service. Such personnel must return the funds that they have received as severance pay regarding their service history.

Article 131. Personnel shall be transferred upon the request of the highest authority of one of the ministries, government or government-affiliated institutions, or Islamic revolution institutions and the personal inclination or approval of the authorities cited in Article 87 of this law.

Note 1. During times of war or crisis or when there is a possibility of war, the transfer of personnel is possible with the approval of the General Command and under the above-mentioned conditions. If the General Command approves, the related ministries or organizations shall be responsible for assigning the transferred personnel to the Guard Corps, in which case the individual will serve at the last rank at which he was transferred.

Note 2. Personnel who have been transferred from the Guard Corps and request to return to service in the Guard Corps, if they have the necessary efficiency and competency, will be returned to service, with the approval of the authorities cited in Article 87 of this law. The procedures for the calculation of the years of service and promotions of such individuals shall be in accordance with the bylaws to be approved by the General Command.

Article 132. Personnel who are afflicted by one of the diseases for which the law has projected special conditions for employees with those diseases, such as tuberculosis and cancer, shall benefit from the facilitation provided by those laws.

Article 133. Instances of death during service or as a cause of it other than those instances mentioned in Article 120 of this law are as follows:

A. Death at the place of service and also while going to or returning from or outside the place of service while on assignment.

B. Death in the course of assignment, from the moment of notification to the completion of assignment, in connection with the assignment.

C. If personnel become ill during the hours of service or due to service or in the course of service or are damaged or injured as a result of incidents or accidents and die later.

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D. Death as a result of illness resulting from special service situations or conditions.

E. Death while going on or returning from leave.

Note. Death in other than the instances cited in this article and Article 120 of this law will be considered normal death.

Article 134. To determine martyrdom, self-sacrifice, death while in the performance of duty or as a cause of it, and normal death, and also to determine various instances of disability, committees composed of the following members will be formed in the General Headquarters of the Guard Corps, the Ministry, and the related forces and organizations accordingly:

A. Representative of the religious guardian or his representative.

B. Deputy head of manpower or his substitute.

C. The head of information security or his substitute.

D. The representative of the commander of the related unit or organization.

E. The head of inspection or his substitute.

F. The judicial administrator or his substitute.

G. The administrator for the affairs of the self-sacrificers or his substitute.

H. A physician (head of the related Health Department or his substitute).

Article 135. If the opinion of the committee cited in Article 134 of this law is contested within a period of one month from the date of notification by the self-sacrificer, the disabled, or an heir of the martyr or deceased person, the issuance of the final ruling will be the duty of the review committee composed of the following authorities:

A. The deputy director for manpower of the General Headquarters of the Guard Corps or his substitute.

B. The representative of the religious guardian in the Guard Corps or his substitute.

C. The head of information security of the Guard Corps or his substitute.

D. The head of the Health Department of the General Headquarters of the Guard Corps or his substitute.

E. The judicial administrator of the General Headquarters of the Guard Corps or his substitute.

F. The head of the Retirement Organization of the Guard Corps or his substitute.

G. The deputy director for manpower of the related force or organization or his substitute.

H. The administrator of the affairs of the self-sacrificers of the General Headquarters of the Guard Corps.

Note. In instances when the file concerns the collective personnel of the General Headquarters or the Ministry, the related representative will attend the committee with the right to vote.

Article 136. Resignation of personnel is carried out if a personal request is made and they have served twice the period of education and minimum period of service determined in the employment contract and not less than five years, with the approval of the authorities cited in Article 87 of this law.

Note 1. In exceptional instances and in cases of hardship and guilt of personnel prior to the period mentioned in this law, the resignation of personnel will take place upon their personal request, with the suggestion of the commander of the related force or organization and the approval of the committee cited in Article 115 of this law. If the resignation is approved, the resigned persons shall be responsible for paying their educational expenses, as follows:

A. Students of training courses at the start of service in the Guard Corps, the General Headquarters, the Ministry, and their affiliated organizations, or at their expense, at the level of the total expenditures during education.

B. Personnel who in addition to their years of training have served for a number of years are exempt from payment of the expenditures of the years of training at the level of one-half the period mentioned above.

Note 2. In calculating the amount that has been spent for the education of personnel, educational expenses, salaries, and benefits paid to them during the period of study, current educational expenditures in the training centers, funds paid as tuition to the educational establishments, extra pay for educational assignments in the country or abroad, and the cost of educational supplies, the procurement of degrees, and food and clothing will be included.

Article 137. The approval of resignation during times of war and crisis or when there is a likelihood of war shall be within the authority of the General Command.

Article 138. Resigned personnel, if the Guard Corps needs them, upon personal request and competence to return to service and if their period of termination does not exceed five years, with the approval of the authorities cited in Article 87 of this law, will be returned to service one time only on the basis of their rank and service history prior to their resignation and present situation, within the framework of this law. Such personnel must return the funds they received at the time of resignation, and also the funds that they have paid must be returned to them.

Article 139. Personnel who do not have the competence to be promoted to a higher rank after serving twice the minimum period of stay in a rank, and also personnel who lack the necessary ability to perform the duties appropriate to the related rank or expertise, as well as those personnel whose continuation of service is not in the interest of the Guard Corps and who are not at the level of being dismissed, shall upon the determination of the committees

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cited in Articles 114 and 115 of this law, accordingly, be exempt from service, and if they have a minimum of 20 years of service, they will be retired. Otherwise, they will be given severance on the basis of the regulations of this law.

Article 140. The Guard Corps, in cases of elimination or reorganization of the organization, may retire or if so desired give severance to the affected personnel, provided there are no suitable jobs for them in other organizations of the Guard Corps and they have at lest 15 years of service history, and if it is less than 15 years, they will be given severance. To the period of service of those subject to this article in terms of calculating the severance pay and retirement salary, five years will be added. However, in no case will the effective number of years in their retirement salary exceed 30 years.

Note 1. The government is responsible for including the related deductions in the added years in the annual budget of the Guard Corps.

Note 2. Elimination or modification of the organization shall be subject to the approval of the General Command.

Article 141. The approval of retirement or severance cited in Articles 139 and 140 of this law shall be the responsibility of authorities cited in Article 87 of the law.

Article 142. Personnel in the following cases shall be dismissed with the ruling of the proper courts or the ruling of the Disciplinary Affairs Committee cited in Article 115 of this law:

A. Loss of competency to continue service as a guard.

B. Disciplinary violations that result in dismissal from service.

C. Committing crimes that in addition to punishment cause dismissal of the individual from the Guard Corps.

Chapter VII: Monthly Pay of Personnel

Article 143. Funds received monthly by the personnel of the permanent and contract cadre consist of the total salary and regular benefits in addition to job benefits minus deductions.

Part 1: Salary

Article 144. The monthly salary of the personnel is comprised of the following three factors:

A. Minimum salary is a certain amount that is paid as the lowest level of salary at the level of personnel subject to the law, and its amount is equal to the multiplication of the rial coefficient by the fixed number (480).[2]

B. Base salary is an amount equivalent to 3, 4, or 5 percent of the total minimum salary and efficiency, and base salary of previous years, which is based on the evaluation of personnel after each year of service, and is added to their salary.[3]

C. Competence right is an amount equal to the multiplication of the rial coefficient by the salary rank to the power of 2 by the efficiency right unit, which is equal to 2, and for personnel with a bachelors degree, its equivalent, or higher degrees, is the number 2.5.[4]

Note 1. The salary rank equals the salary number of the rank of the personnel in addition to the salary number of their education or training cited in this law.

Note 2. The salary number of ranks is determined as follows:

A. Private or rank 1 equals 1.

B. Private, second class, or rank 2 equals 2.

C. Private, first class, or rank 3 equals 3.

D. Razmyar or rank 4 equals 4.

E. Razmavar, third class, or rank 5 equals 5.

F. Razmavar, second class, or rank 7 equals 7.

G. Razmavar, first class, or rank 7 equals 7.

H. Razmdar, second class, or rank 8 equals 8.

I. Razmdar, first class, or rank 9 equals 9.

J. Third lieutenant or rank 10 equals 10.

K. Second lieutenant or rank 11 equals 11.

L. First lieutenant or rank 12 equals 12.

M. Captain or rank 13 equals 13.

N. Major or rank 14 equals 14.

O. Lieutenant colonel or rank 15 equals 15.

P. Colonel or rank 16 equals 16.

Q. Second brigadier general equals 19, and rank 18 equals 18.

R. Brigadier general equals 19, and rank 18 equals 18.

S. Major general equals 21, and rank 19 equals 19.

T. Lieutenant general equals 23, and rank 20 equals 20.

U. General equals 25.

Note 3. The salary number for education or training is as follows:

A. The salary number of the education of personnel with diplomas and lower equals zero.

B. The salary number of the education of personnel who have graduated from the first basic military sciences course or those with associate degrees or their equivalent equals 1.

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C. The salary number of the education of the personnel who have graduated from the second basic military sciences course or those with bachelors or equivalent degrees equals 2.

D. The salary number of the education of those with masters degrees and also doctorates in treatment fields, with the exception of general physicians, equals 3.

E. To the salary number of the education of those with doctorate degrees in all fields whose specialized or post-specialization courses are needed and accepted by the Guard Corps, two or three numbers will be added, accordingly.

Note 4. In all instances in which the payment system or the salary numbers of those subject to the national employment law change, with consideration for the regulations in this article, the salary factors cited in this law will also change at the same ratio and simultaneously. All the regulations changing the salary of those subject to the national employment law must contain a change in the factors cited in this article as well.

Note 5. Considering the hardship and special quality of service in the Guard Corps and in order to maintain the ability to attract manpower to the Guard Corps, if the minimum salary of those subject to the national employment law is increased, the fixed number of the minimum salary cited in Paragraph A of this law will be measured by 120 percent of the same increase.

Note 6. The rial coefficient mentioned in this law is always the equivalent of the rial coefficient of the salary of those subject to the national employment law.

Article 145. If the graduates of the first and second courses of the Basic Military Sciences College and the personnel cited in Paragraph A and B of Article 79 of this law, after the minimum stay in the ranks of colonel and second brigadier general, have a maximum of 28 years of service in addition to the necessary competence and efficiency to be promoted to higher ranks, but the possibility of granting them the ranks does not exist, for every four years, one unit will be added to their salary rank.

If the remainder of the service of the personnel is less than the period of their stay in the final ranks and is at least two years, the number one-half will be added to their salary rank.

Article 146. The personnel cited in Paragraph C of Article 79 of this law after four years of stay in the rank of second brigadier general, if they have the necessary competence and efficiency to be promoted to a higher rank and the possibility for granting them the rank does not exist, for every four years, one unit will be added to their salary rank.

Article 147. For students who pass the training courses prior to promotion to a rank at the start of employment, a monthly amount at the level of one-half the salary resulting from the factors mentioned in Article 144 of this law will be paid on the basis of the rank they will achieve after the training and their acceptable training years.

Article 148. The salary of duty personnel during mandatory service is equivalent to the multiplication of the rial coefficient mentioned in Note 6 of Article 149 of this law by the salary numbers of the related rank, as follows:

A. The rank of private, 15.

B. The rank of private, second class, 17.

C. The rank of private, first class, 20.

D. The rank of razmyar, 25.

E. The rank of razmavar, third class, 40.

F. The rank of razmavar, second class, 150.

G. The rank of razmavar, first class, 160.

H. The rank of razmdar, second class, 170.

I. The rank of razmdar, first class, 180.

J. The rank of third lieutenant, 200.

K. The rank of second lieutenant, 250.

L. The rank of first lieutenant, 340.

M. The rank of physician first lieutenant, 400.

Note 1. The duty personnel, on the basis of the needs of the organization or force and existence of organizational positions, after the training course, adhering to the other contents of the articles of this law, will be promoted to the ranks specified in the above chart, as follows:

A. The duty personnel lack a high school diploma, to one of the ranks from lines A to E.

B. Those with a high school diploma, to a rank in lines F, G, or H.

C. Those with associate degrees, to a rank in lines I or J.

D. Those with bachelors degrees, to the rank in line K.

F [as published]. Those with masters and nonmedical doctoral degrees, to a rank in line L, and physicians, to the rank in line M.

Note 2. If the duty personnel lack the necessary competence to be promoted to the ranks specified above or if they are not needed, they will receive appropriate lower ranks, to the level of private.

Note 3. The salary of duty personnel in the course of the training period for promotions to a rank will be calculated with the following salary numbers:

A. Duty personnel in lines A, B, C, and D, salary number 15.

B. Duty personnel in lines E, F, G, H, and I, salary number 20.

C. Duty personnel in lines J and K, salary number 25.

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D. Duty personnel in lines L and M, salary number 40.

Note 4. The level of duty salary of the above-mentioned personnel and the regular pay recipients shall be calculated on the basis of their last educational degree at the above-mentioned levels and related articles in Chapter VIII of this law.

Part 2: Regular Benefits

Article 149. The regular benefits of personnel are amounts that are paid in ratio to their number of dependents for housing assistance and dependent assistance, as follows:

A. The level of housing assistance of the working personnel who do not use organizational housing with consideration for the number of dependents will be determined and calculated as the equivalent of the multiplication of 1/300 of the minimum salary cited in Article 144 of this law, the regional coefficient, and the square meter size under construction for housing suitable for the number of dependents, as follows:

1) Single, 50 square meters.

2) One person, 70 square meters.

3) Two persons, 90 square meters.

4) Three persons, 100 square meters.

5) Four persons, 130 square meters.

6) Five persons or more, 150 square meters.

B. Dependent expenditure assistance pay shall be determined and paid on the basis of dependents of the working, retired, self-sacrificing, and disabled personnel subject to this law, as follows:

1) For every child or other dependent, the multiplication of the salary number (20) by the rial coefficient, up to a maximum of three persons, per month.[5]

2) For a spouse, the multiplication of the salary number (50) by the rial coefficient.[6]

Note 1. From those who use organizational housing, rental fees will be collected appropriate to the usual housing costs in a particular region and deposited in the Treasury account, and the equivalent of the collected funds will be included in the annual budget of the Guard Corps and spent in accordance with the regulations on the maintenance and development of organizational housing.

Note 2. The regional coefficient, which is appropriate to the housing price in a particular region, the minimum of which equals 1, will be prepared by the General Headquarters of the Guard Corps with the cooperation of the Ministry and approved by the Cabinet.

Note 3. Those who use organizational housing will not receive dependent expenditure assistance pay.

Note 4. Has been rescinded.[7]

Note 5. The regular pay recipients of the martyrs will benefit from the dependent's expenditure assistance pay cited in this law, and the funds shall be paid on the basis of the regulations of the Martyrs Foundation of the Islamic Revolution.

Note 6. The dependents of those subject to this article shall be determined on the basis of the regulations cited in Articles 182 and 183 of this law.

Note 7. Has been rescinded.[8]

Part 3: Job Benefits

Article 150. To the personnel who are responsible for jobs that in some way have one or several of the following factors, an amount will be paid every month as job benefits:

A. Complexity

B. Hardship

C. Risk of danger

D. Sensitivity and graveness of responsibility

E. Physical stress

F. Necessary specialized skill

Note 1. For each of the above factors an amount as maximum benefits for that factor will be determined, and for jobs with one or more of those factors, a percentage of the determined amounts will be given and taken into consideration in the total as the benefits of that job.

Note 2. The benefits mentioned in this article are only for the job and have no relationship to rank, and those personnel eligible to receive them are those who are serving in practice in that job.

Note 3. The job benefits of the self-sacrificers cited in Paragraph B and Note 2 of Article 121 of this law who continue service or are returned to service, in addition to the jobs conferred on them, shall be at least the equivalent of their job benefits at the time of becoming a self-sacrificer.

Note 4. To students who receive flight, seamanship, ranger, air strike, and special assignment training, in accordance with the regulations cited in the implemental bylaws of this article, up to 50 percent in job benefits for the job in which they are being trained will be paid accordingly as special training benefits during the practical training period.

Note 5. The implemental bylaws of this article will be prepared in accordance with the bylaws cited in Article 139 of the military law ratified by the Cabinet, and the amendments needed for the Guard Corps will be prepared by the General Headquarters of the Guard Corps with the coordination of the Ministry and approved by the Cabinet.

Note 6. The level of extra pay of the job of working personnel in the Armed Forces must not be less than 50

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percent of the total minimum salary and efficiency pay of employees or more than 150 percent of it.

The extra pay of the job of the personnel working in command, management, and supervisory positions as well as the extra pay of the job of personnel in charge of research, specialized, or training positions can each be increased up to 25 percent of the total minimum salary and efficiency pay of personnel.[9]

Article 151. The salary, regular benefits, and job benefits of personnel shall be calculated and paid on the basis of this law from the date of ratification.

Part 4: Deductions

Article 152. The following funds will be deducted from the pay of the personnel every month:

A. Retirement fee, at 10 percent of the monthly salary.

B. Insurance fee of the personnel, at the level of 1 percent of the monthly salary.

C. Health insurance fee of the personnel subject to this law, retired persons, and duty and regular pay recipients and their dependents, at an equivalent of 2.5 times the rial coefficient of the salary for each person who uses health treatment services.

D. Monthly share of fixed savings of the personnel of the permanent cadre, if they wish to make use of it, at the level of the multiplication of the number 15 by the rial coefficient.

Note. The deductions of the special and active Basiji personnel shall be subject to this article only during the time they are in the full-time service of the Guard Corps.

Article 153. The following funds will be deducted from the monthly pay of the personnel accordingly:

A. The salary of the first month of service.

B. Any increase in the course of service of the personnel in the first month of increase.

Article 154. The funds in Paragraphs A and D of Article 152 of this law, in addition to their equivalent, which will be provided from the government budget, will be deposited every month into the related accounts. Also, the funds cited in Article 153 of this law will be deposited in the retirement fund of the Guard Corps account.

Note. The retirement fund of the Guard Corps is administered in an organizational form, the charter of which will be prepared within three months after the ratification of this law by the General Headquarters of the Guard Corps with the cooperation of the Ministry and approved by the Defense Affairs Committee of the Majles.

Article 155. The funds cited in Paragraphs B and C of Article 152 of this law shall be deposited every month in the related accounts.

Note. The share of government for health services for all personnel is 3 percent of the monthly salary and for the insurance of personnel, 2 percent of the monthly salary.

Article 156. Retirement deductions of the personnel cited in the note to Article 107 and Note 2 of Article 108 of this law whose period of suspension or being relieved of duty is calculated in retirement must be deposited in the retirement fund of the Guard Corps on the basis of the last salary prior to suspension or being relieved of duty.

Article 157. All ministries and organizations are responsible for depositing the retirement deductions of the personnel transferred to the Guard Corps, both the individual's and the government's share, in the retirement fund of the Guard Corps, and the Guard Corps, as well, is responsible for depositing the retirement deductions of the personnel transferred from the Guard Corps to the retirement fund of the organization to which the person has been transferred.

Part 5: Other Payments

Article 158. Rewards, travel expenditures, and extra pay for assignments in the country and abroad as well as extra pay for transfer from the place of service, bad weather, and difficult living conditions shall be paid to the personnel at the level of those subject to the national employment law.

Note. Personnel who are sent on combat assignments shall be paid extra operational pay in accordance with bylaws to be approved by the General Command.

Article 159. To single personnel who marry, an amount equivalent to the multiplication of the rial coefficient of the salary by the number (2000) shall be paid as a wedding gift one time only in the course of service.

Article 160. Except in the area of guarding and instances when personnel benefit from assignment extra pay, in cases when the continuation of the work of technical personnel (manufacturing and repair) and treatment, research, and expert personnel becomes necessary in other than service hours, taking into consideration the increase in the return, in proportion to the increase in the hours of service, the related personnel will be paid overtime. The level of overtime pay will be in accordance with the bylaws cited in Article 150 of the military law.

Any amendment or change in the above-mentioned bylaws will be prepared upon the suggestion of the General Headquarters of the Guard Corps and the coordination of the Ministry and approved by the Cabinet.

Article 161. If necessity and circumstances of service require the continuation of the daily service of the personnel, their food and other necessary expenditures will be provided at the expense of the Guard Corps.

Article 162. The clothing of that group of personnel who are required to use uniforms or whose jobs require them to wear special clothing shall be provided at the expense of the Guard Corps.

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Article 163. All self-sacrificers, including working and retired, are eligible for self-sacrificer gifts or disability pay. The level and procedures for its payment shall be on the basis of bylaws to be prepared by the Ministry with the coordination of the General Headquarters of the Guard Corps and, after verification by the General Headquarters, will be approved by the Cabinet.

Part 6: Personnel Pay in Special Cases

Article 164. The monthly pay of personnel in captivity and those who are hostages, missing, affiliated, and assigned to serve shall be calculated and paid on the basis of the regular salary and benefits of the personnel present in service at their level and the benefits of their last job.

Article 165. To the personnel who have been given severance pay according to their service history, for every year of calculable service in terms of retirement an amount equivalent to one and one-half the time of their last salary and benefits will be paid.

Note 1. If the personnel in the course of the implementation of punishment are permanently demoted or given severance, they shall be given severance at the punitive rank.

Note 2. The period of one year of service of the personnel and special jobs and being on the front will be calculated as one and one-half years in the calculation of severance years.

Article 166. The level of payment of personnel assigned to serve in the Guard Corps, the General Headquarters, the Ministry, and affiliated organizations shall be calculated and paid on the basis of the salary of the related rank and the benefits of the new job.

Article 167. For retired personnel who in accordance with Article 126 of this law are returned to service, from the date of their return to service, their retirement salary will be severed, and they shall receive the salary of their related rank and the regular benefits and job benefits of the position in which they serve, and in terms of all personnel affairs, they shall be like other employees. The period of service of such personnel shall be added to the previous service years and will effect their retirement salary.

Article 168. The level of monthly pay of suspended personnel shall be calculated and paid on the basis of two-thirds and for personnel who are relieved of duty, on the basis of one-half the rank salary and their regular benefits.

Article 169. The salary and benefits of Basiji personnel in the course of training and employment will be equivalent to the salary and regular benefits of the permanent cadre of the same rank, which is paid by the Guard Corps from the funds included in the annual budget of the Guard Corps.

Note. Special Basijis in the course of training and employment, in addition to the above salary and benefits, shall receive the benefits of the related job.

Article 170. To special Basijis who in accordance with the regulations of this law are trained and organized and have acquired military ranks, in ratio to the kind of responsibility, rank, and level of relationship with the related organization, a percentage of the salary and regular benefits will be paid every month, the minimum of which is 10 percent and the maximum of which is 30 percent of the salary and regular benefits.

Chapter VIII: Retirement Salary and Duty and Regular Pay

Article 171. Retirement salary, duty pay, and regular pay are funds that are paid on a monthly basis to the retired persons, self-sacrificers, disabled, and dependents of the martyred or deceased personnel in accordance with the related regulations from the retirement fund of the Guard Corps.

Article 172. To the retired personnel every month an amount equivalent to the increase in their salary in the course of service in addition to the multiplication of the years of service by one-third of their salary at the start of service will be paid as retirement salary.

Article 173. Receiving retirement or duty pay and regular pay together is prohibited; and in this case, the larger amount will be paid.

Article 174. Children one of whose parents has died shall have the right to receive the regular pay share from his or her pay even if their father or mother who is alive receives a salary, retirement, or duty pay from the government.

Article 175. The level of duty pay of the self-sacrificers cited in Paragraphs B and C of Article 121 of this law and the salary of the regular pay recipients of the martyrs will be determined as follows:

A. In regards to the permanent and contract cadre and special Basijis, a salary equivalent to the total monthly salary of one rank higher and the last regular benefits and job benefits that they were receiving.

B. In regards to students, a salary equivalent to the monthly salary of the rank they will receive at the end of the training, with the years of service, in addition to the regular benefits.

C. In regards to the duty and active and regular Basij personnel, a salary equivalent to the monthly salary of the personnel of the permanent cadre of one rank higher, which is at least equivalent to the monthly salary of the cadre personnel in the rank of razmavar, third class.

Note. In the calculation of retirement salary, that group of self-sacrificers cited in Paragraph B and Note 2 of Article 121 of this law who continue service or are returned to service will receive regular benefits and job benefits.

Article 176. The level of duty pay and salary of the recipients cited in Article 133 of this law who are disabled or die while performing their duty or as a result of it will be determined as follows:

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A. In regards to the permanent and contract cadre and special Basijis, a salary equivalent to the last monthly salary and regular benefits and job benefits.

B. In regards to students, nine-tenths of the salary of the rank that they would receive after the completion of the training course, with service history equivalent to the years of education.

C. In regards to duty and active and regular Basiji personnel, a salary equivalent to the monthly salary of the personnel of the same rank in the permanent cadre, the minimum of which is the equivalent of the monthly salary of the cadre with the rank of razmavar, third class.

Note. The salary of regular pay recipients of the disabled cited in this article, if, upon the determination of the authority projected in Article 134 of this law, their death is due to disability, shall be the equivalent of the last duty salary, and if the death is not due to disability, it shall be the equivalent of nine-tenths of the last duty salary.

Article 177. The level of the duty salary and the salary of the regular pay recipients of the personnel who, in accordance with the determination of the authority projected in Article 134 of this law, are disabled or die normally will be determined as follows:

A. In regards to the permanent, contract, and special Basiji cadre, a salary equivalent to the last monthly salary received.

B. In regards to students, four-fifths of the monthly salary of the rank that they would after the completion of the training course, with years of service equivalent to years of education.

C. In regards to the duty and active Basiji personnel, the monthly salary of personnel of equal level in the permanent cadre.

Note. The salary of the regular pay recipients of the disabled cited in this article will be equivalent to their last duty pay.

Article 178. If the retired personnel are martyred, their regular pay recipients will be treated the same as the regular pay recipients of the personnel of the same rank in accordance with Article 175 of this law, and in the case of death, four-fifths of the last deserved retirement salary will be paid as the regular salary to their regular pay recipients.

Article 179. Regarding the duty personnel of the cautionary reserve of the Guard Corps and active and regular Basijis who have been government employees prior to service, if they are martyred, become self-sacrificers, die, or become disabled, their regular and duty pay shall be paid in accordance with the regulations in this law on the basis of their last salary receipt from the related organizations from the budget of the same organizations, and if their salary in the related organization is less than the salary of the personnel of the permanent cadre of the same level, the regular and duty pay shall be calculated on the basis of the salary of the personnel in the permanent cadre of the same level, and the difference will be paid from the funds that are included every year in the Guard Corps budget.

Article 180. If the years of service of the self-sacrificers and disabled who receive duty pay are fewer than 20 years, the duty pay will be paid from the Guard Corps budget, and once every year they shall receive an amount equivalent to the increase in the related salary base. The retirement deductions will be deposited in the related fund, and after reaching 20 years of service, they shall receive an amount equivalent to the last salary received from the Guard Corps retirement fund.

Article 181. If the salary of the regular pay recipients is more than the retirement salary, up to the level of retirement shall be paid on the basis of years of service from the Guard Corps retirement fund, and in excess of that, from funds that are included every year in the Guard Corps budget. The government is responsible for making up the budget deficit of the retirement fund of the Guard Corps in terms of payment of the duty salary of the martyrs, self-sacrificers, and regular pay recipients about whom particular rulings have been projected.

Article 182. The regular pay recipients subject to this law are:

A. Permanent spouse, except in cases when she is married or is employed, or the husband, if his wife supports him.

B. Unemployed male offspring, up to the age of 19, and if he is studying up to the end of education, up to a maximum of 23 years of age.

C. Female offspring, except if she is married or employed.

D. Father and mother who are dependents of the deceased.

E. Disabled or ill brother who is a dependent of the deceased and is unable to attend to his own affairs.

F. Minor brother who is a dependent of the deceased, up to a full 19 years of age and if studying up to a full 23 years of age, provided he is not employed.

G. Sister who is a dependent of the deceased, except if she is married or is employed.

H. Grandchildren who are dependents of the deceased, boys up to the age of 19 and in the case of study up to a full 23 years of age, and girls, except if married or employed.

Note 1. If any of the regular pay recipients who are afflicted with an incurable disease or loss of limb such that, according to the determination of the Supreme Medical Committee, they will be unable to make a living forever, their regular pay shall be paid for their entire life.

Note 2. Regular pay recipients will also receive regular pay during mandatory military service.

Article 183. The regular salary will be divided among the regular pay recipients equally, and the standards for determining that the person according to Article 182 is a

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dependent, is the service register or annual statement that the personnel provide while working, and during retirement, self-sacrifice, or disability.

The procedures for examining the protest of those who consider themselves deserving of receipt of regular pay and have not been mentioned in the service register of the personnel among their dependents.

A. If martyrdom or death has occurred during service, the following committee will be formed in the General Headquarters of the Guard Corps, the forces, and organizations accordingly:

1) Deputy director of manpower of the related force or organization or his representative, as the chairman.

2) The judicial administrator of the related force or organization or his substitute.

3) The head of the inspection office of the related force or organization or his substitute.

B. If martyrdom or death occurs during the time of retirement, self-sacrifice, or disability, an examining committee will be formed in the Retirement Organization of the Guard Corps of the following persons:

1. Director of the Retirement Organization or his substitute, as the chairman.

2. Legal deputy minister or his substitute.

3. Deputy director of manpower of the General Headquarters of the Guard Corps or his representative.

Article 184. The share of the regular pay recipients who are deprived of receiving regular pay will be added to the share of other regular pay recipients.

Article 185. Self-sacrificers and families of martyrs, in addition to receiving the regular and duty pay, in terms of all other welfare services and benefits shall be covered like other self-sacrificers and martyrs throughout the country by the Foundation for the Self-Sacrificers and the Martyrs Foundation.

Article 186. To the heirs of all personnel, including employed or retired, self-sacrificers, disabled, or duty personnel who are martyred or die, at the level of the period that they have not used their earned leave during their service, the equivalent of a maximum of four months unused leave shall be paid on the basis of their last salary and benefits from funds that are included every year in the Guard Corps budget.

187. To the personnel whose service ends and the regular pay recipients of the personnel who are martyred or die, for the period for which they have not used their earned leave in the course of their service, up to a maximum of four months of the unused leave will be paid on the basis of their last salary and benefits from funds that will be included every year in the Guard Corps budget.

Note. Regarding those who are given severance, resign, or are dismissed, in addition to the above-mentioned deductions, the savings and retirement deductions from their salaries shall be paid from the savings and retirement funds.

Article 188. If the monthly salary of the employed personnel increases or decreases, at the same ratio the salary of the retired persons and regular and duty pay recipients will increase or decrease and the additional amount will be provided from funds that are included in the Guard Corps budget every year for this purpose.

Article 189. If the level of damage inflicted on the self-sacrificers and the disabled while performing their duty or as a cause of it is at a level that, with the verification of the Supreme Medical Committee, they require practical help by others in performing their daily affairs, they shall benefit from a maintenance salary, the minimum of which is 150 times the rial coefficient and the maximum of which is 300 times the rial coefficient, accordingly, and in ratio to the level of their disability.

Article 190. The payment of monthly salary of the regular pay recipients of the martyrs and the missing in this law is the duty of the Martyrs Foundation, and the payment of the monthly salary of the unemployed self-sacrificers the duty of the Foundation for the Self-Sacrificers.

Article 191. Persons eligible to receive retirement salary and duty pay and the regular pay recipients shall be deprived of receiving retirement salary and duty and regular pay in the following cases:

A. Excommunication on the basis of ruling of judicial courts.

B. Espionage or membership or affiliation with heathens or belligerent or hostile groups against Islam, upon the determination of the Information Security Organization of the Guard Corps.

C. Relinquishing citizenship.

Note. The contents of this article shall also apply to individuals in the Armed Forces who receive retirement salary and duty and regular pay.

Chapter IX: Service Affairs of the Personnel

Article 192. The Guard Corps and the Ministry are responsible for creating the likelihood for just and nondiscriminatory benefits within the resources and funds that are allocated on the basis of Paragraph 1 of Article 43 of the Constitution and for the purpose of providing for the essential and welfare needs of the employed and retired personnel and also the recipients of duty and regular pay.

Article 193. The Guard Corps and the Ministry are responsible for equipping their hospitals and treatment centers in terms of treatment resources in such a manner that they meet the needs of the personnel.

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Note 1. If the treatment centers and hospitals of the Guard Corps do not meet the needs of the personnel, they may use treatment services outside the Guard Corps.

Note 2. In regions when treatment resources are exclusive to Military units established in them, the dependents of the personnel may use those resources. The cost of different services will be paid to the above-mentioned units in accordance with the treatment services regulations of the Guard Corps.

Note 3. In case when the resources and the hospitals of the Guard Corps exceed the treatment needs of the personnel, the above-mentioned hospitals are permitted to offer services to all persons, giving priority to the employed cadre and duty personnel. The cost of services offered shall be paid in accordance with the regulations of the above-mentioned hospitals.

Note 4. The units and hospitals mentioned in Notes 2 and 3 of this article are responsible for depositing in the Treasury account the funds received and also similar funds that are received from emergency patients, and every year receiving and spending the equivalent of the deposited funds that will be included in the annual budget of the Guard Corps for their needs and for the development of resources.

Article 194. Employed personnel, self-sacrificers, the disabled, retired persons, regular pay recipients, and their dependents shall be covered by the Treatment Services Organization of the Guard Corps.

Article 195. In accordance with the law on the use of organizational housing ratified on 28/05/1367 [19 August 1988], the personnel will use the above-mentioned resources.

Article 196. The Guard Corps is responsible for offering the necessary cultural and recreational services to the families of the self-sacrificers and the personnel of the Guard Corps and their dependents.

Article 197. The Guard Corps is responsible for insuring all its personnel against incidents that may result in martyrdom, death, illness, loss of limb, and disability, and also for payment of compensation.

Note 1. The regulations concerning the implementation of this article shall be subject to the insurance law of the personnel and its implemental bylaws.

Note 2. Funds related to this article shall be provided from the insurance funds of the Guard Corps.

Article 198. All members of the 20-million-army shall be eligible for Article 53 of the general military service law and its notes in regards to incidents that result in martyrdom, death, illness, loss of limb, or disability.

Note. In regards to persons not employed in the organizations affiliated with the government, Notes 1 and 2 of Article 53 of the general military duty law will not apply to them. But they shall be paid duty and regular pay by the Martyrs Foundation, the Foundation for the Self-Sacrificers, or the Social Security Organization accordingly.

Article 199. The Guard Corps is responsible for paying the educational costs of the personnel who study upon the request of the Guard Corps in needed fields in the universities and higher education institutions.

Article 200. The Guard Corps is responsible for providing the necessary facilities, including health services, rehabilitation, transportation, and employment, to solve the problems of the needed self-sacrificing and disabled personnel and in order to create the grounds for their active return to the work environment.

Note. If there are no transportation facilities, an amount up to 100 to 200 times the rial coefficient will be paid to them.

Article 201. The government is responsible to grant to the Basij personnel, with consideration for their level and kind of activity and cooperation, competence, and rank, services such as priority in employment, availability of housing and loans, priority in employment resources, special facilities for education, and entry into higher education centers. The implemental bylaws of this article will be prepared within six months by the Ministry with the cooperation of the General Headquarters of the Guard Corps and the opinion of the related ministries and organizations and approved by the Cabinet.

Article 202. All ministries, organizations, institutions, government companies, and employers of the private sector, both actual and legal persons, are responsible for returning the job of the Basij personnel who take part in training programs or combat or emergency assignments of the Guard Corps.

Note. The persons mentioned in this article will receive their salary from the Guard Corps during their service.

Article 203. The Guard Corps is responsible for establishing and operating legal and judicial consultation offices with the coordination of the Judicial Branch and the Ministry of Justice in order to support the Basiji combatants and self-sacrificers.

Note. The procedures for the activities, location, and kind of relationship of these offices shall be in accordance with bylaws to be prepared by the General Headquarters of the Guard Corps and the Ministry, with the coordination of the Judicial Branch and the Ministry of Justice and the approval of the General Command.

Article 204. The Guard Corps is responsible for establishing and operating cultural and athletic centers for the Basij youth in order to preserve the unity of and strengthen the 20-million-army.

Note. These centers will be established and operated by the Guard Corps Resistance Force of the Basij and the cooperation of the representative office of the religious guardian in the Guard Corps.

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Chapter X: Adjustment

Article 205. The rank and service level of all existing personnel of the Guard Corps who have become members of the Guard Corps prior to the ratification of this law, shall be determined on the basis of the following factors and adherence to other articles of this chapter:

A. History of presence on the front and other assignments.

B. Job history and skill.

C. Quality of work.

D. Years of service.

E. Educational degree or equivalent degree.

F. Seniority or delay in acquired ranks.

Article 206. Change of status of the personnel of the existing permanent cadre to Military or employee shall be in accordance with the need of the Guard Corps, the status of the personnel and their job history, skill, service level, and inclination.

Note. The existing honorary and contract personnel who have continued their service after the expiration of their period of obligation due to the need of the Guard Corps, if they so wish and the Guard Corps need them, must be adjusted in accordance with the regulations of this chapter, calculating all years of service, to one of the related positions in the permanent or contract cadre; otherwise, their service will be terminated.

Article 207. The rank of the personnel at the time of adjustment equals the initial rank in addition to one-fourth of the total of the multiplication of the competence coefficient cited in Article 214 of this law by the total of the multiplication of coefficients cited in Article 215 of this law by the related years of service in years and other seniority resulting from other factors cited in this chapter in years.

Note. Seniority mentioned in this law will be included in the calculations, up to two digits beyond the decimal point.

Article 208. The initial rank of the personnel on the basis of educational degree is as follows:

A. Those with elementary school certificates, razmavar, third class, or rank 5.

B. Those with middle school certificates, razmavar, second class, or rank 6.

C. Those with high school diplomas, razmdar, second class, or rank 9.

D. Those with higher than a diploma, for every year higher or equal to it, will receive two years of seniority compared to those with diplomas, and for every year of seniority, they will receive one higher rank.

Note 1. The personnel for every year of education between elementary school and middle school will receive 16 months and for every four years of seniority, one higher rank.

Note 2. Those with elementary school certificates of the old system, compared to those with similar certificates in the new system, will receive 16 months of seniority, and those with middle school certificates of the old system compared to those of similar certificates of the new system will receive three years of seniority.

Note 3. The initial rank of those with a first-year elementary school education will be the rank of razmdar, or level 4, and for each educational year (up to fifth grade), will receive one year of seniority.

Article 209. To the personnel who in the course of service and sacred defense due to the presence of at least one year on the front or one year of assignment mentioned in Article 215 of this law, with the exception of Paragraphs E and F of this law, succeed in acquiring points on the basis of Article 210 of this law, if they continue service as Military, the following seniority will be granted:

A. Personnel with educational certificates lower than the completion of elementary school, for every 25 points, one year of seniority (equivalent to one academic year), up to the end of elementary school, and for each 25 points, 16 months seniority (equivalent to one academic year), up to the maximum of middle school.

B. Personnel with elementary school certificates up to middle school, for every 25 points, 16 months seniority (equivalent to one academic year), up to the middle school level; and for every 50 points, three years of seniority (equivalent to one academic year), up to the maximum of a diploma.

C. Personnel with educational certificates from middle school up to the diploma level, three years of seniority (equivalent to one academic year) for each 50 points, up to the diploma level, and for every 75 points, two years of seniority (equivalent to one academic year), up to the maximum of an associate degree.

D. Personnel with diplomas, for every 75 points, two years of seniority (equivalent to one academic year), up to the maximum of a bachelors degree.

E. Personnel with associate degrees, for every 75 points, two years of seniority (equivalent to one academic year), up to the maximum of a bachelor's degree.

F. Personnel with bachelors degrees and higher, for every 100 points, six months of seniority, up to the maximum of 400 points.

Note. Those who have educations lower than the fifth grade, if the points of their job entry and skill exceeds 300, for each 50 points over 300 and up to a maximum of 450 points, will receive three years of seniority.

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Article 210. Organizational points and positions of the Guard Corps are as follows:

A. Jobs of commander of the forces, major regional status, and higher, seven points per month.

B. Jobs of commander of the Guard Corps or Army and jobs of the same level, six points per month.

C. Jobs of commander of an independent brigade and jobs of the same level, five points per month.

D. Jobs of commander of a regiment and jobs of the same level, 3.8 points per month.

E. Jobs of commander of a company and jobs of the same level, 2.3 points per month.

F. Jobs of commander of a group and jobs of the same level, 1.5 points per month.

G. Other jobs lower than group commander in combat organizations, one point per month.

Note 1. The points of the last job of the unemployed self-sacrificers cited in Paragraphs B and C of Article 121 of this law will be at least one.

Note 2. For every three years of captivity or being held hostage, the personnel will receive the points of a higher job rank, at most up to the points of Paragraph B of this article. Such personnel will receive for years lower than three in captivity, in ratio to the level of captivity, the points cited in this note.

Note 3. The total of the time of the service of personnel in various jobs and positions must be equal to their years of service.

Note 4. The standard for determining the jobs of the same level cited in this article will be prepared by the General Headquarters of the Guard Corps and, after approval by the General Commander, will be implemented to determine the points.

Article 211. To personnel who continue to serve as Military and receive the seniority cited in Article 209 of this law, the following military degrees will be given:

A. Personnel with educational certificates lower than the third year of middle school and the old system middle school, if they receive sufficient seniority up to the level of completion of middle school, will be given a middle school certificate.

B. Personnel who have educational certificates lower than a diploma and middle school or the middle school of the old system and receive seniority up to the level of a diploma will be granted a Military diploma.

C. Personnel who have the certificate for the first and second year of middle school of the new system or the first and second year of the middle school of the old system and have been or are employed in the combat units of the Guard Corps, if they receive sufficient points up to that of a diploma, will be given a Military diploma.

Note. Future promotions of all personnel, whether on the basis of the content of this article they acquire military degrees, shall be due to success in the tests or passage of intensive training that is held by the General Headquarters of the Guard Corps and the cooperation of the Ministry of Education, in which case, such personnel will be granted official educational degrees.

Article 212. The status of the personnel who have educational certificates lower than the third year of middle school or the old middle school and are not able to obtain military middle school certificates will change to that of employees cited in Paragraph B of Article 19 of this law. The first rank of such employees will be calculated on the basis of the regulations of this chapter, if it is higher than the ranks determined in the chart of Article 85 of this law; otherwise, it will be calculated on the basis of the ranks of the above-mentioned chart.

Article 213. Points are granted for the results of the work of the existing personnel in accordance with the following factors, and the total of points of the factors will be calculated as the competence and work points of the individual.

The evaluation factors and related points shall be excellent, very good, good, and acceptable, as follows:

A. Management	60, 45, 25, 10
B. Intellectual ability	60, 45, 25, 10
C. Accepting responsibility	50, 30, 15, 7
D. Moral characteristics	40, 28, 16, 7
E. Military spirit	60, 45, 30, 10
F. Following rules	60, 45, 30, 10
G. Following orders	40, 28, 15, 7

Article 214. The competence coefficient of the personnel appropriate to the total competence points cited in Article 213 of this law and the job history and skills cited in Article 210 of this law shall be calculated as follows:

A. Up to 150 points, Military personnel coefficient, 1, and employee personnel coefficient, 1.

B. From 151-300 points, Military personnel coefficient, 1.1, and employee personnel coefficient, 1.07.

C. From 301-450 points, Military personnel coefficient, 1.2, and employee personnel coefficient, 1.15.

D. From 451-550 points, Military personnel coefficient, 1.3, and employee personnel coefficient, 1.23.

E. From 551-650 points, Military personnel coefficient, 1.4, and employee personnel coefficient, 1.3.

F. From 651-800 points, Military personnel coefficient, 1.6, and employee personnel coefficient, 1.37.

G. From 801-950 points, Military personnel coefficient, 1.6, and employee personnel coefficient, 1.45.

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H. From 951 points and higher, Military personnel coefficient, 1.7, and employee personnel coefficient, 1.53.

Article 215. The coefficients for the front and special assignments of Guard Corps personnel (permanent and special Basiji cadre) that are given for presence on the front and special assignments are as follows:

A. The period in captivity or being a hostage, on the front, and similar assignments, coefficient, 1.5.

B. Armed confrontation with minigroups, outlaws, and similar assignments, coefficient, 1.3.

C. Protecting first-rank national personalities and similar assignments, coefficient, 1.25.

D. Protecting second-rank national personalities and similar assignments, coefficient, 1.2.

E. Carrying out assignments needed outside the place of residence, except in the above cases, coefficient, 0.15.

F. All individuals who in accordance with the circular letters issued by the General Headquarters of the Guard Corps have been engaged in supporting the combat units and assignments of the Guard Corps and have been exempt from the above-mentioned assignments, coefficient, 1.10.

G. Other assignments of the Guard Corps and service history outside the Guard Corps, after the date 23/11/1357 [12 February 1979], coefficient, 1.

H. The period that the personnel have been studying, coefficient, zero.

Note 1. If one region at one time is subject to two coefficients, the larger coefficient will be used.

Note 2. Similar assessments cited in the paragraphs of this law will be determined upon the suggestion of the General Headquarters of the Guard Corps and the approval of the General Command.

Article 216. The existing personnel will receive annual seniority in the following cases:

A. If they have jointed the Guard Corps prior to 29/12/1361 [20 March 1983], for every year of full-time service and Basiji history or full-time cooperation with the Islamic Revolution Committee and the Construction Jihad, one-half year of seniority.

B. Commendations of personnel prior to adjustment shall be on the basis of instructions to be prepared by the General Headquarters of the Guard Cops and approved by the General Command and will be included in their promotions, and the maximum level of seniority will be 7.5 months for each year of service, up to a maximum of one rank.

C. The coefficient of the years of self-sacrifice of self-sacrificers who are not working cited in Paragraphs B and C of Article 121 of this law will be calculated at 1.5 times, up to 29/11/1369 [18 February 1991].

D. The years after martyrdom or being missing of the martyrs and missing up to 29/11/1369 will be calculated double.

E. The years after the death and injury resulting in the disability of the personnel cited in Article 133 of this law up to 29/11/1369 will be calculated with the coefficient, 1.

F. The years of service of the personnel in the instances cited in Paragraphs A, B, C, and D of Article 217 of this law will be calculated with the coefficient, 1.

Note. Determining how to implement commendations of the personnel in ideological-political areas will be prepared with the cooperation of the representative office of the religious guardian in the Guard Corps.

Article 217. In calculating the retirement time, the service years of the existing personnel will be included in the following instances:

A. The period of service of political convicts prior to the revolution, in accordance with the ratification dated 06/09/1358 [27 Nov 1979] by the Revolution Council.

B. The service history of all special Basij, reserve guard, honorary, and contract personnel who have cooperated full-time with the Guard Corps.

C. Personnel who have cooperated full time with other Islamic revolution institutions or have been official employees of the government organizations, provided deductions of the share of the retirement fund are transferred.

D. Personnel who have done their general military service.

E. The period of time that the personnel have been official members of the Guard Corps.

F. Twice the period of captivity of prisoners and hostages.

Article 218. All the seniority that in some way has been effective in promotions or the period of service that does not effect the promotion of personnel and has been made explicit in other chapters of this law will be included at the same level with the adjustment of the personnel.

Article 219. The General Headquarters of the Guard Corps is responsible for taking steps to hold examinations in all service levels to evaluate and gauge the level of knowledge and experience of the existing personnel and determine the efficiency of training appropriate to the required knowledge for ranks in accordance with the chapter on training and promotions in this law.

Note 1. Evaluation and assessment of the knowledge of the personnel and elimination of their other training deficiencies in ideological-political areas will be done by the representative office of the religious guardian in the Guard Corps.

Note 2. The Guard Corps is responsible for holding the last intensive training period needed for the adjusted rank and

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carrying out training programs for other training deficiencies of the adjusted personnel.

Note 3. The Guard Corps must have personnel who have diplomas and want to continue as Military personnel and whose adjusted rank will be lower than third lieutenant in the first course of the Basic Military Sciences Course College or the College of Sciences and Techniques of the forces.

Note 4. Later promotions of the personnel who have been adjusted will be subject to passing training courses appropriate to their rank.

Note 5. In the case of shortages of training resources in the Guard Corps, the personnel may only receive one promotional rank prior to passing the necessary training courses after the adjustment.

Article 220. The work of the personnel in the General Headquarters, the General Headquarters of the Guard Corps, the forces, the representative office of the religious guardian, the Information Security Office, and the Ministry shall be examined, with consideration for the factors cited in Article 213 of this law, in a committee composed of the following:

A. The highest authority of the above-mentioned organization or his fully authorized representative.

B. The deputy director of manpower of the above-mentioned organization (administrative-personnel deputy minister) or his fully authorized representative.

C. The commander or direct head of the related rank or his fully -authorized representative.

Note 1. The above-mentioned committees may invite the Information Security Organization and other organizations whose information affects the work of the personnel to give their opinion.

Note 2. In order to supervise and control the work of the committees mentioned in this article, a committee comprised of the following members will be formed in the General Headquarters:

A. The head of the General Headquarters or his substitute.

B. The general commander of the Guard Corps or his substitute.

C. The representative of the religious guardian in the Guard Corps or his substitute.

D. The head of the General Headquarters of the Guard Corps or his substitute.

E. Minister or his substitute, as the case may be.

F. The head of the Information Security Organization of the Guard Corps, as the case may be.

Article 221. Granting of ranks to personnel on the basis of the contents of this chapter will be to the maximum rank of second brigadier general, with the approval of the authorities in Article 87 of this law, and the granting of higher ranks will be outside the factors and points in this chapter and shall be exclusively within the authority of the General Command.

Note. If the rank of the personnel, after calculation in accordance with the contents of this law, exceeds second brigadier general but he does not receive that rank, the level of rank or additional seniority will be determined as seniority and included in calculating their salary and benefits.

Article 222. Personnel of the permanent and special Basij cadre will be adjusted in accordance with the regulations of this chapter. The adjustment of the duty and contract personnel shall be on the basis of the regulations of other chapters in the law and the adjustment of regular and active Basijis on the basis of instructions to be prepared appropriate to the general regulations of this law by the General Headquarters of the Guard Corps and approved by the General Command.

Article 223. The monthly pay of the personnel subject to this law after the adjustment is compared to their last pay, and if deceased, the difference up to the ceiling of the previous salary will be paid to the personnel.

Note. Any sort of increase in salary and benefits of the personnel cited in this article will be deducted until that difference reaches zero.

Article 224. After the ratification of this law, the government is responsible to calculate the past retirement deductions of the personnel of the Guard Corps, both the government and the personnel share, and every year pay one-tenth of the past deductions to the retirement fund of the Guard Corps.

Article 225. The Guard Corps is responsible for adjusting all the existing personnel on the basis of the regulations in this chapter within one year after the ratification of this law and simultaneously implementing it for all the personnel. After the adjustment of all the personnel, they shall continue service in accordance with the regulations cited in other previous chapters of this law.

Note. All seniority mentioned in this chapter can be calculated and implemented up to 29/11/1369.

Chapter XI: Other Regulations

Article 226. All Guard Corps personnel who serve in the command, representative office of the religious guardian, Information Security, the Ministry, the General Headquarters, and affiliated organizations are subject to this law.

Article 227. Other instances for which special authorities have been specified in this law for the preparation of bylaws, the Guard Corps may in all other cases that it finds necessary also prepare instructions and implemental

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methods and implement them, upon the approval of the General Command of the Guard Corps.

Article 228. Obviously, the authority of the General Command is not limited to instances cited in this law. Also, in all instances in this law where mention has been made of the issuance or approval of a matter by the General Command following a suggestion by other authorities, his decision shall not be limited to offering the above-mentioned suggestion.

In any case, the opinion and instructions of the General Command shall be the main criterion in all affairs in the Armed Forces.

Article 229. The representative of the religious guardian in the Guard Corps and the head of the Information Security Organization of the Guard Corps will have authority equal to the commanders of forces in regards to appointments, promotions, transfers, assignments, commendations, punishment, and leaves of the personnel of the representative office of the religious guardian and the Information Security Organization of the Guard Corps, accordingly.

Chapter XII: Application of the Law to the Ministry and General Headquarters

Article 230. The personnel of the General Headquarters and the Ministry shall be provided in the following manner, as the case may be:

A. Military personnel, including the permanent or contract cadre of the Guard Corps and the Military, within the framework of the related laws.

B. Employee personnel, including the permanent or contract cadre, as the case may be, in accordance with the law or the Military law, will be hired by the General Headquarters or the Ministry.

C. Duty personnel, in accordance with the related regulations.

Article 231. The Armed Forces shall be responsible upon the request of the Ministry and General Headquarters for placing at the disposal their needed Military and Law Enforcement personnel, within the framework of the charts of the organization ratified on the basis of instructions that will be prepared with the coordination of the General Headquarters, the General Headquarters of the Guard Corps, the Joint Military Headquarters, and the Ministry and approved by the General Command.

Note 1. Transfer and assignment to service from the Guard Corps to the General Headquarters and the Ministry will be with the coordination of the General Headquarters of the Guard Corps and the approval of the authorities cited in Article 87 of this law.

Note 2. Transfer and assignment to service of collective employee personnel of the General Headquarters and the Ministry, as the case may be, shall be subject to the approval of the head of the General Headquarters or the minister.

Article 232. The Central Selection Committee of the Ministry is formed comprised of the minister, the head of the General Headquarters of the Guard Corps, the director of the Ideological and Political Organization of the Ministry, the head of the Information Security Organization of the Ministry, and the administrative and personnel deputy minister as the secretary of the committee and is responsible accordingly for devising instructions and for supervision over the work of the selection nuclei in the Ministry, within the framework of the contents of this law and the military duty law.

Note. The selection nuclei will be formed as the case may be and as needed in the affiliated organizations of the Ministry as determined by the Central Selection Committee of the Ministry.

Article 233. The training centers mentioned in this law and the military law are responsible for training the collective personnel of the General Headquarters, the Ministry, and their affiliated organizations on the basis of courses specified in the Guard Corps and military laws.

Note. The training expenditures of the personnel mentioned in this law shall be provided by the organization that has sent them.

Article 234. The personnel of the General Headquarters and the Ministry who are subject to this law or the military law shall serve under the hierarchy of the General Headquarters and the Ministry and on the basis of regulations cited in the laws mentioned for those organizations.

Article 235. The personnel of the Ministry and the General Headquarters in other than instances that have been regulated in this chapter, in terms of other chapters of this law, as the case may be, shall be subject in terms of other employment to the military law and other chapters of this law.

The above-mentioned law, including 235 articles and 206 notes, was ratified in the open session of the Majles on Sunday, 21 Mehr 1370 [13 October 1991], and approved on 24/07/1370 [16 October 1991] by the Council of Guardians.

Speaker of the Majles, Mehdi Karrubi

Footnotes

1. RUZNAMEH-YE RASMI, No. 13602, 27/08/1370 [18 November 1991].

2. Amendment ratified on 05/03/1371 [26 May 1992] by the Majles and approved on 17/03/1371 [7 June 1992] by the Council of Guardians (cited in RUZNAMEH-YE RASMI, No. 13773, 04/04/1371 [25 June 1992]).

3. Ibid.

4. Ibid.

5. Based on Paragraph 4 of the single article of the law on reforming the coordinated system of payment of the government employees law (13/06/1370 [4 September 1991]),

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ratified by the Majles on 05/03/1371 and approved by the Council of Guardians on 17/03/1371, the amounts cited in Paragraphs 1 and 2 of Article 9 of the law on the coordinated system of payment, which are 50 percent and 10 percent of the minimum salary, respectively, every month will replace the amounts cited in lines 2 and 1 of Paragraph B of Article 149. (RUZNAMEH-YE RASMI, 13773, 04/04/1371).

6. Ibid.

7. Notes 7 and 4 under Article 149 were rescinded on the basis of Paragraph 4 of the law amending the law on the coordinated system of payment of government employees.

8. Ibid.

9. Attachment ratified on 05/03/1371 by the Majles and approved on 17/03/1371 by the Council of Guardians (cited in RUZNAMEH-YE RASMI, No. 13773, 04/04/1371).

Part 6: Law and Regulations Concerning General Military Duty

Book 1: The Law of General Military Service,[1] Ratified on 29/07/1363 [21 October 1984] by the Majles and Approved on 08/08/1363 [30 October 1984] by the Council of Guardians, With Later Amendments and Attachments[2]

Chapter I: General Points

Article 1. Defense of the independence, the territorial integrity, and the regime of the Islamic Republic of Iran, as well as the lives, property, and honor of the people is the religious and national duty of every Iranian. In the implementation of this duty, all male citizens of the government of the Islamic Republic of Iran are responsible for doing their general military service in accordance with the regulations in this law, and no person eligible for general military service may be exempted from service except in cases specified in this law.

Note 1. Considering Article 151 of the Constitution, the oppressed Basij unit of the Guard Corps of the Islamic Revolution is responsible for the providing of the resources for the most rapid military training of the female citizens of the government of the Islamic Republic of Iran, in accordance with all religious standards. This training is not compulsory for women.

Note 2. The Ministry of Education is responsible for anticipating, with the cooperation of the Basij unit of the Oppressed of the Guard Corps, the training needed in the area of defense readiness in accordance with Islamic standards in the education programs of middle school and high school levels. Qualified teachers have priority in the military training of students. This training is compulsory for girls in the area of civil defense.

The implemental bylaws of this note will be prepared within a maximum of three months by the Ministries of Guard Corps and Education and approved by the Cabinet.[3]

Article 2. Any male Iranian will be subject to the general military service regulations from 1 Farvardin [21 March] of the year he becomes 19 years of age.

Article 3. The age of those eligible and the dependents in terms of military service or exemption from it shall be subject to the initial contents of the first birth certificate and any change that has been made later will not be valid in terms of general military service.

Note. If the discrepancy between the actual age of the eligible person (in accordance with the opinion of the Medical Council cited in Note 1 of Article 41 of this law) and the age cited in the initial birth certificate is more than five years, the opinion of the Medical Council will be implemented.

Article 4. The general military service is 30 years, and its stages for all eligible persons are as follows:

A. Compulsory period, two years; and if the eligible persons are in excess of the needs, the Supreme Council of Defense may reduce this time to 18 months.

B. Cautionary period, eight years.

C. First reserve period, 10 years.

D. Second reserve period, 10 years.

Note 1. The date of the start and end of service in the cautionary and reserve stages are calculated from the date of the completion of the compulsory period, and in any case on the date of its completion the eligible person will not exceed fifty years of age.

Note 2. In times of emergency and general mobilization, the persons subject to this law, up to the age of 60, may be summoned.

Note 3. The contents of Paragraph A of this article applies to eligible persons who are sent to service from 1 Farvardin 1363 [21 March 1984].

Article 5. All those eligible who are able to serve and have no obstacles will be sent into compulsory service, and after the necessary training courses, they shall carry out the remainder of their compulsory service in the Armed Forces of the Islamic Republic of Iran. Determination of priority for use of the above-mentioned eligible persons in each of the Military and Law Enforcement organizations and the procedures for distributing them will be prepared by the Joint Headquarters of the Military of the Islamic Republic of Iran and approved by the Supreme Defense Council.

Note 1. The determination of the quota of each of the Military and Law Enforcement Forces from among the draftees of each round will be made by a committee formed of the representatives of the above-mentioned forces, with the head of the General Military Service Office presiding.

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Note 2. The Guard Corps of the Islamic Revolution of Iran may select its needed draftees in every round in accordance with special admission regulations of the Guard Corps from among those who have draft papers, within the determined quota and prior to the date of departure, and announce their names to the General Military Service Office. These draftees will be placed at the disposal of the Guard Corps to complete their general military service.

Note 3. The Military and Law Enforcement Forces are responsible for placing at the disposal of the government, in accordance with Article 147 of the Constitution, the personnel of their permanent and duty cadre upon the request of the government for production, developmental, research, educational, and health and treatment affairs, in full compliance with the standards of Islamic justice, at a level that will not compromise their combat readiness.

Article 6. The law on manpower and health and treatment services ratified on 24/09/1358 [15 December 1979] by the Revolution Council and the later attachments and amendments will remain, and the eligible persons cited in that law, after the preliminary military training and after meeting the needs of the Armed Forces, will continue their service up to five years in the Ministry of Health.

Article 7. The law on exemptions from general military service of the graduates of teacher training centers ratified on 27/02/1358 [17 May 1979] by the Revolution Council shall remain, and the eligible persons cited in that law, after their preliminary military training course, will serve the remainder of their period as determined in that law in the Ministry of Education.

Article 8. Applicants for pilot teacher jobs in the Aviation Technique School shall be exempted from service, provided they pledge and serve 10 years; and applicants for airplane technician jobs in these schools will be exempted from service, provided they pledge and serve 12 years.

Article 9. Students of the four-year training course of the Shipping Company of the Islamic Republic of Iran, the National Oil Tanker Company, and the Organization of Ports and Shipping will be exempted from the remainder of the period of compulsory service, provided they pledge and serve 10 years in these companies after the preliminary and specialized training courses in the Navy and on naval ships.[4]

Article 10. In regards to those eligible for general military service, the following require presentation of documents concerning their eligibility status from the General Military Service Office and a photocopy of the presented documents, including the necessary supplements to the file.

A. Participation in driving tests and acquiring a license.

B. Receiving any sort of agricultural, industrial, animal husbandry, or housing loan or aid from ministries or government, government-affiliated, or legal institutions.

C. Becoming a candidate for election to the Majles and other legal councils and associations.

D. Submitting the original license or certificate of diploma and higher degrees from the related ministry.

E. Issuance of business license, employment permit, or membership in cooperative companies.

F. Registration of any sort of transfer of undisputed property directly or indirectly in the official document offices.

G. Receiving regular pay from government or government-affiliated organizations or legal institutions.

H. Employment in any form (official, contractual, daily wage, and procurement of service) in ministries and government and government-affiliated institutions, legal institutions, and government companies.

Note 1. In cases when it is necessary for the transactions of those eligible for military service to be registered, such as joint property, when failure to register the property of the eligible person will cause financial loss for other partners, registration of the property of the eligible person is permitted. Determination of the matter is the responsibility of the proper courts.

Note 2. Other affairs that in other laws depend on the clarification of the service situation of the eligible person shall remain in effect.

Article 11. During times of war and general mobilization, if necessary, those who for some reason have been exempted from compulsory service will also be called to serve and will receive the salary and benefits of the draftees of the cautionary period of the same level.

Article 12. Workers and employees of the government establishments, legal institutions, and government-affiliated organizations who perform their general military service, after the completion of service, will return to their last job, and the related employers or officials are obliged to employ them in their original job.

Note 1. In regards to private establishments, the related employers or officials are required to employ them in their original job, if the conditions are so stated in their employment contract.

Note 2. The implemental bylaws of this article will be prepared by the Ministries of Interior and Labor and Social Affairs and the National Administrative and Employment Affairs Organization and approved by the Cabinet.

Article 13. The period of education of eligible persons who are hired for service in the permanent cadre through the passing of the Military and Law Enforcement colleges and schools will be calculated as a part of their compulsory service. If the period of study is less than two years, it will be calculated as a part of their two years of compulsory service.

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Note 1. That group of students of the training schools of the permanent cadre of the Military and Law Enforcement Forces who prior to achieving a rank or the completion of the training (in regards to the Committee or Guard Corps) resign or are dismissed, they will do the two years of compulsory service without calculating the previous time. If the students are dismissed due to illness or lack of competence, which is not a result of their willful actions, their period of study will be counted as a part of their compulsory service period.

Note 2. If officers, Air Force officers, and commissioned officers of the permanent cadre and permanent members of the Guard Corps and the Islamic Revolution Committee resign or are dismissed from service in accordance with the related employment regulations, their period of study prior to receiving a rank or completion of the training period (in regards to the Committee or the Guard Corps) will not be calculated as part of their compulsory service, and if they resign or are dismissed from service after receiving a rank or complete their training period, and their period of service is not less than two years, they will perform the remainder of the compulsory service up to two years as privates.

Article 14. Eligible persons who are hired as official employees with the pledge of nine years of service in the Military and Law Enforcement Forces, after meeting their obligations, shall be exempted from compulsory service. The period of obligation in bad climates is six years. If the above-mentioned employees are from the medical and technical group who have associate and higher degrees in these two fields, the above periods will be six years and four years, respectively.

Note 1. That group of above-mentioned employees who, due to the separation of their section from the Military and Law Enforcement Forces, are transferred to one of the ministries or government or government-affiliated organizations, city halls, the Red Crescent, or legal institutions, will serve the remainder of their obligation in the new organization.

Note 2. The organizations employing the above-mentioned persons are responsible for providing military training to those employees in the course of their pledged service.

Note 3. The above-mentioned employees who prior to the completion of their pledged service are dismissed from service as determined by the related force or organization for reasons beyond their control, if their period of service in the normal and bad climate areas amounts to at least five years and three years, respectively, they shall be exempted from service, and if it is less than the above-mentioned times, they shall serve four months for every year they have not served.

Article 15. Duty soldiers who in the course of compulsory service are hired with at least elementary school certificates and pledging five years of contract service in needed organizational jobs in the Military or Law Enforcement Forces, up to two years of their service, if performed, will be considered their compulsory service, and if they resign or are dismissed for any reason prior to the completion of their obligation, if they are not subject to legal exemption, without calculating the pledged period that has been completed, they shall perform the remainder of their compulsory service in accordance with the law.

Article 16. In accordance with the bylaws of the Military of the Islamic Republic of Iran, all those eligible persons who enter compulsory service will take an oath of loyalty to the Islamic revolution, the regime of the Islamic Republic, and the leader (general commander of the Armed Forces of the Islamic Republic of Iran).

Chapter II: Summons for Compulsory Period

Article 17. When necessary, on the suggestion of the Supreme Defense Council and the order of the General Command of the Armed Forces of the Islamic Republic of Iran (the leader), those eligible for general compulsory military service may continue to serve over two years or be released from service prior to the completion of two years. In the first instance, twice the time of their additional service will be deducted from their cautionary and reserve periods.

Article 18. The status of those eligible for general military service will be examined one year prior to being sent to service for the compulsory service, that is, the year that they become 19 years of age.

Article 19. Those who reach the age of 19, after the summons announcement is made, are obliged to go to the General Military Service Organization of their place of birth and clarify their eligibility status. If they reside outside their place of birth, they must go to the General Military Service Organization of their place of residence.

Eligible persons who reside abroad must go to the consulate or diplomatic agency of the government of the Islamic Republic of Iran in the country of their residence and if it does not exist to the nearest consulate or diplomatic agency of the government of the Islamic Republic of Iran.

Article 20. The Office of Records of every area is responsible for preparing in quadruplicate the names of males born in the township or district of its assigned area whose eligibility must be examined in the following year and submitting by 1 Azar [22 November] of each year to the authorities which have been or will be determined to examine general military service status.

Chapter III: Examination

Article 21. The general military service zones of Tehran and authorities that are in charge of examining the general military service affairs in each provincial capital and district shall serve under the supervision of the Gendarmerie of the Islamic Republic of Iran.

Note 1. The director of the General Military Service Office in organizational terms is the deputy commander general of gendarmes for general military service and is appointed

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upon the suggestion of the commander of the Gendarmerie of the Islamic Republic of Iran and the approval of the minister of interior.

Note 2. The director of the General Military Service Office is responsible for coordinating all the instructions, circular letters, and announcements that in some way are related to the Military and Law Enforcement Forces, judicial authorities, as well as the related implemental affairs, in a council that will be formed with the participation of the representatives of the Ministry of Interior, the Joint Headquarters, the Central Headquarters of the Guard Corps, and a prosecutor as the representative of the Supreme Court under the supervision of the director of the General Military Service Office.

Article 22. The consulate representatives of the government of the Islamic Republic of Iran in foreign countries are responsible for the implementation of the general military service law in regards to those eligible who live in their assigned areas and are required to examine their eligibility status and report the results to the General Military Service Office through the Ministry of Foreign Affairs.

Article 23. Those eligible who travel abroad to continue their education, after leaving school or graduation, as well as those eligible who after being summoned to serve travel abroad temporarily in accordance with the implemental bylaws of this law, must at the end of the determined period report to the General Military Service Organization in the country to clarify their eligibility status.

Article 24. The status of eligible persons who claim to be guardians in the provincial cities and districts will be examined by committees comprised of the following:

A. Local district governor or his representative.

B. Director of the local General Military Service Organization or his representative.

C. The representative of the prosecutor of the provincial city, or if a prosecutor's office does not exist, but an arbitration court exists, the representative of the court.

D. The representative of the local Guard Corps.

E. One of the representatives of the Islamic Council of the provincial city or district or city introduced by the related council.

Article 25. If the eligible person or his relatives who claim to be his dependents claim that their right has been violated, or any of the members of the examining committee or the commander of the higher organizational level or the director of the General Military Service Organization protest the ruling issued by the examining committee, stating justifiable evidence, the case of the eligible person will be reviewed in the examining committee, and the ruling of that committee, except in cases in accordance with Article 29 of this law, will be final and uncontestable. Protesting the ruling on eligibility of service does not prevent the eligible person from being sent into military service.

Article 26. The review examining committee is established in the General Military Service Organization of Tehran, the centers of independent regiments, and the battalions of the Gendarmerie, with the participation of the following persons:

A. The commander or his deputy.

B. In the General Military Service Office of Tehran, the director of the organization or his substitute; in the independent regiments and battalions of the Gendarmerie, the commanders of the independent regiments or battalions or their deputies.

C. The prosecutor of the township or one of the assistant prosecutors.

D. The commander of the Guard Corps of the township or his deputy.

E. One person selected by the Islamic Council of the township.

Article 27. In the case of Articles 24 and 26, the establishment of sessions will be with two-thirds of the members and ratifications with the absolute majority vote of the members.

Article 28. If within a maximum of five years from the date of the issuance of the review committee it becomes clear that the opinion of the review committee has not been in accordance with the current principles and laws and its importance is such that it will effect the status of the eligible person, the case will be sent by the director of the General Military Service Office to one of the review examination committees, and the opinion of this committee will be final and binding.

Article 29. If during the compulsory service, the eligible person or one of his dependents claims dependence, the related commanders and directors are responsible for announcing the matter to the general military duty region or his regiment in order that the status of the eligible person be examined immediately and an appropriate decision made.

Article 30. The claim of dependence will be examined concerning those draftees who have had no absences unless at the time of summons and who in the course of absence and during examinations meet the requirement for exemption, in which case such draftees will be exempted due to having dependents (taking into consideration Article 55).

Note. The director of the General Military Service Office or his deputy will issue orders not to send the draftee into service if there is positive evidence in addition to documents regarding exemption from service in the file.

Chapter IV: Exemptions

Part 1: Educational Exemption

Article 31. Students of teachers schools and students of the last four years of high school, art schools, technical and

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trade schools the educational value of whose diploma has been recognized to use the equivalent of full high school by proper authorities and students of universities and higher education institutions who reach eligible age while studying, will be exempted from compulsory service while they continue their studies.[5]

Article 32. Seminary students who prior to reaching the age of eligibility or prior to those of the same level being sent to service begin to study in accordance with the regulations of the Administration Council of Qom Seminary or its official representatives in provincial cities, may while studying use the privileges of Article 31. Evaluation of the level of education is the responsibility of the Administration Council or its representative.

Note. Eligible persons with diplomas who have passed the Sath or at least six years of seminars shall be the same as those with bachelors and doctorate degrees, respectively, and if they have passed those levels without a diploma, they are the same as the eligible persons with associate degrees and masters degrees, and in any case seminary students who achieve the degree of religious jurist are the same as those with doctorate degrees.

Article 33. The issuance of educational exemption certificates for precollegiate students, trade students, college students, and seminary students shall be dependent on presentation of study credentials by the proper authorities, and it will be for one year.[6]

Article 34. Eligible precollegiate students, trade school students, university students, and seminary students must report for compulsory duty as soon as they stop school, are expelled, or graduate.

Responsible officials are obliged to send the list of the names of such eligible persons with the complete personal information, address, and educational field of the eligible persons individually and without delay to the General Military Service Organization.

Note 1. Eligible persons who with educational exemption are studying abroad after leaving school or graduating are responsible for reporting to the related General Military Service Organization in the country within a period of one year.

Note 2. Responsible officials are obliged to determine the educational value of such eligible persons from the date of submission of degrees within a period of two months, then return the degrees to them and announce their findings to the General Military Service Office.

Article 35. Eligible persons with diplomas who with draft papers or temporary exemption papers have passed the entrance examination of one of the universities or higher education institutions in the country may use the educational exemption as long as they are studying, provided they have no unexcused absences. This exemption will be given only once.

Article 36. High school graduates who from the perspective of the regulations of this law and verification of the Ministry of Culture and Higher Education meet the requirements for studying abroad and their continuation of education is verified by the Ministry of Culture and Higher Education may travel abroad to study in accordance with the regulations of educational exemptions.

Article 37. Iranian precollegiate students residing abroad and children of permanent officials of the government of the Islamic Republic of Iran abroad as well as those who are legally their dependents are exempted from the regulations of this article until they receive their diploma, and the continuation of their education in the higher and university fields, with the approval of the Ministry of Culture and Higher Education, is permitted.

Article 38. The implemental bylaws of the articles of this section will be prepared, approved, and implemented on time by the Ministries of Interior, Defense, Guard Corps, Education, and Culture and Higher Education and the opinion of the Administrative Council of Qom Seminary and the General Military Service Office.

Part 2: Medical Exemption

Article 39. Those eligible for general military duty in terms of health and physical and psychological ability are divided into four groups, as follows:

1. Those who are physically and psychologically healthy and able to serve.

2. Those who due to defects of limbs or illness are not in full health but are able to serve in noncombat positions.

3. Those who due to lack of growth or illness are temporarily unable to do their compulsory service.

4. Those eligible for service who due to defect of limbs or physical or psychological illness are permanently unable to serve in the compulsory service.

Note 1. The procedures for classifying the eligible persons, medical examinations, and regulations for their medical exemption shall be in accordance with the medical examination bylaws of those eligible for general military service, which will be prepared by the Joint Headquarters and approved by the Ministries of Health, Interior, and Defense and the Guard Corps.

Note 2. Those eligible cited in Paragraph 2 of this article who are allocated to serve in noncombat positions in the Military or Law Enforcement Forces will not perform that part of the practical and military training program that is injurious to their health, as determined by the Medical Committee of the training centers of the Armed Forces.

Article 40. Eligible persons who due to illness are temporarily unable to perform their compulsory service will be given temporary medical exemption for the period determined by the Medical Council, which will in no case exceed one year, and if the second year the illness continues, they will be treated the same, and if they are unable

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to serve in the third year, they shall be given a permanent exemption from compulsory service.

Note 2. During times of war or general mobilization, individuals who are exempted in peace time for medical reasons or due to guardianship may also be called to serve.

Article 41. Examination of eligible persons is done by a physician of the Armed Forces, and if there is no Armed Forces physician, civilian physicians whose competence has been verified by the local Health Department, the governor, or district governor shall be used.

Note 1. Opinions concerning medical exemption in regards to eligible persons must be by three physicians approved by the director of the local Health Department and the governor, and the vote of the majority of these physicians is valid.

Note 2. The general managers of the Health Departments of every province are responsible for determining the physicians needed by Medical Councils cited in this note and introducing them to the local Governor's Office.

Article 42. Those eligible in the course of compulsory service who suffer from loss of limb or illness the completion of treatment for which will not be less than six months, and in accordance with the opinion of the Medical Council of the hospitals of the Armed Forces of the Islamic Republic, who are approved by the Ideological and Political Organization in the related force and are unable to serve, shall be exempted from the remainder of the compulsory service.

Note. The period of treatment of those eligible cited in this article shall be considered as a part of their compulsory service.

Article 43. If the director of the General Military Service Office becomes assured within a period of five years that an eligible person has obtained a medical exemption through deception and conspiracy or he has been considered exempt in violation of this law and the bylaws of medical examination and medical exemption, he will be reexamined by the Supreme Medical Council, which will be comprised of five physicians of the Armed Forces of the Islamic Republic of Iran, and the opinions of this Council are final and binding.

Part 3: Dependents Exemption

Article 44. The following eligible persons are exempt from compulsory military service:

A. The sole caretaker and keeper of a father, grandfather, brother, mother, grandmother, or sister who is unable to handle his or her own affairs.

B. The sole guardian and caretaker of a minor brother or sister.

C. The sole guardian of an only sister, if she is single, up to the age of 24.

D. If two or three brothers are eligible for service, until the completion of the service of one, another will not be sent for compulsory or cautionary service, and the order of priority for sending them shall be on the basis of age.

E. Nonabsent eligible persons who have a wife or offspring as dependents until the ratification and implementation of the bill cited in Article 55 of this law in peace time.

Obviously, after the ratification and implementation of the above-mentioned bill, if there are no other obstacles, the eligible person shall be sent to service.

Note 1. If the eligible persons in Paragraphs A and B in five consecutive years meet the requirements of temporary exemption, at the end of the fifth year, they shall be given exemption in peace time. The eligible persons in Paragraph C may use temporary exemption annually until the sister is 24 years old, and later, if they have no other obstacles, they will be sent to service.

Note 2. If the eligible persons who are summoned for general military service do not report on the determined dates without a justifiable excuse, they shall be deprived of the exemptions cited in this article (with consideration for Article 55).

Article 45. Eligible persons whose father or brother has been or will be disabled, become a prisoner of war, or missing, from 19/10/1356 [9 January 1978], in the path of the fruition of the Islamic revolution and its continuation, shall be treated as follows:

A. One of the children or brothers of the disabled person who in accordance with the opinion of the Medical Council of the Martyrs Foundation is unable to handle his personal affairs by himself and also one of the children or brothers of the missing person shall be given permanent exemption from compulsory and cautionary service.[7]

B. One of the children or brothers of the family of the person in captivity may benefit from temporary exemption up to three years, and if the period of captivity exceeds three years, the above-mentioned person shall be given permanent exemption from compulsory and cautionary service.[8]

Note. The qualifications for being recognized as a prisoner, missing, or disabled and their families will be established in the implemental bylaws of this law.

Article 46. Eligible persons who claim to have dependents may submit the necessary documents to the General Military Office of the area prior to being drafted.

The necessary investigation in regards to the claim of guardianship of such eligible persons, and also the verification of the truth of the content of their petition and documents, shall be the responsibility of the Police Department or Gendarmerie.

Note. Every year that healthy eligible persons and those with no obstacles have met the needs of the Armed Forces of the Islamic Republic of Iran, the eligible person in

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Paragraph 2 of Article 39 and the eligible persons who have two years valid temporary exemption will be given permanent exemption in peace time.

Chapter V: Military Training of Eligible Persons and Their Ranks, Salary, and Benefits

Article 47. All eligible persons will go through preliminary military training in accordance with training programs and periods to be devised by the Joint Headquarters of the Military and the Central Headquarters of the Guard Corps.

Note 1. Eligible persons with associate degrees will be sent to the training and cultural centers to go through the duty commissioned officer course, and after the preliminary and specialized courses, if they are physically and psychologically healthy and have the moral and political competence, they will be given one of the duty sergeant ranks. Otherwise, they shall continue to serve at the duty rank.

Note 2. Eligible persons with diplomas and lower degrees after passing the preliminary course will serve in the related forces and organizations with duty rank.

Note 3. In necessary instances, the forces and Military and Law Enforcement Organizations are permitted to select a number of eligible persons with diplomas for needed specializations on the basis of the regulations cited in the implemental bylaws of this law and send them for the duty rank course to the educational and cultural centers.

Article 48. Regarding eligible persons with bachelors degrees and higher, after the preliminary military training and passing its tests, if they are competent morally and politically, after passing the duty officer training course and its tests, those with doctorate degrees will be given the rank of first duty lieutenant and others the rank of second duty lieutenant.

Note 1. If those eligible cited in this article fail the tests of the preliminary military training course or in accordance with the opinion of the training center council are not qualified physically, ideologically, or morally to be given an officer's rank, they shall be sent to the commissioned officer course.

Note 2. If those eligible cited in this article fail in the officers training course tests or are determined by the related training center council not to qualify ideologically or morally to receive an officer's rank, they shall perform the remainder of their service in one of the sergeant ranks.

Note 3. If the eligible persons cited in this law in any of the training stages are determined not to qualify for political and security reasons for an officer's rank, they shall serve the remainder of their service as duty personnel.

Article 49. The monthly salary of officers, commissioned officers, college students, precollegiate students, and duty personnel shall be as follows:

A. The salary of duty officers at the level of the permanent monthly salary of the first year officers of the same rank in the permanent cadre.

B. The salary of the duty commissioned officers:

1) Sergeant, third class, 114 salary units.

2) Sergeant, second class, 125 salary units.

3) Sergeant, first class, 135 salary units.

C. The salary of duty college students in the period of preliminary training and the salary of duty precollegiate students in the preliminary and special training period, 2,000 rials [R].

D. The monthly salary of the duty personnel will be at a level that is projected in the budget of the Ministry of Defense every year.

Article 50. If duty officers and commissioned officers are sent on assignment or transferred or serve in bad climate regions, they will be subject to the extra pay and benefits of officers and commissioned officers of the permanent cadre in ratio to their salaries, and if they serve in units and sections in which the personnel of the permanent cadre receive special legal benefits, in similar conditions, they shall receive the benefits in ratio to their salary.

Note 1. Duty officers and commissioned officers who serve in their place of residence will not be subject to the related regulations of bad climate in this article.

Note 2. Duty personnel in war time or during general mobilization will not be obliged to serve more than one year of their service (one-half of their service) in bad climate areas.

Note 3. The classification of areas in terms of climate shall be according to bylaws that will be prepared by the National Administrative and Employment Affairs Organization with the coordination of the Joint Headquarters and approved by the Cabinet.

Note 4. Duty officers and commissioned officers who are transferred on the basis of their personal request will not receive travel expenditures and extra pay.

Article 51. Duty personnel who participate in war operations will receive operational extra pay in accordance with regulations to be prepared by the Ministries of Defense and Guard Corps and approved by the Supreme Defense Council.

Article 52. The amount of leave of the duty personnel in the course of service and the procedures to use it shall be in accordance with the leave regulations of the personnel of the Armed Forces of the Islamic Republic of Iran.

Article 53. Those who in the course of general military service in any of the compulsory, cautionary, and reserve periods are martyred, die, or are disabled as a result of performing their duty or participation in combat operations or service conditions, in terms of the level and

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procedures of duty salary and regular pay shall be subject to the laws and regulations concerning the permanent cadre personnel of the same rank, and the duty salary and regular pay shall be paid from the budget of related ministries or organizations, accordingly.

Note 1. If the eligible persons of the article have been employees of the government or government-affiliated organizations prior to entry into general military service and their last salary from the related organization is more than the salary they would receive in accordance with this law, the duty salary and regular pay of their heirs will be on the basis of the larger salary.

Note 2. The salary of those who until the date of the ratification of this law received duty salary or regular pay from the budget of ministries or organizations shall continue to be paid from the same source.

Article 54. The dependents of duty personnel who in the course of their service become captives or missing, until the end of their captivity or clarification of their status, will receive the following salary, as the case may be:

A. In the compulsory service period, related salary, and after the completion of the compulsory service period, the salary of those of the same rank in the cautionary period.

B. In the reserve period, the salary of one rank higher than those of the same rank in cautionary and reserve periods.

Note. The necessary conditions for being recognized as captive or missing of the personnel will be projected in the implemental bylaws of this law.

Article 55. The government is responsible for preparing the bill on the procedures to help the families of the eligible persons who lose their ability to make a living when sent to service and presenting it to the Majles for ratification within six months.

Chapter VI: Summons in Cautionary and Reserve Stages

Article 56. The Supreme Defense Council may recall one or several classes of duty officers, commissioned officers, or personnel who have completed their compulsory service and are in cautionary reserve periods of general military service for refresher courses or completion of military training or suggest general mobilization to the leader. The procedures for the summons and the deadline for those recalled to report as well as those who for reasons due to physical or social situation or sensitivity of their jobs may be exempted from being recalled for refresher courses or completion of military training shall be determined in the implemental bylaws of this law, to be prepared by the Ministry of Defense and Guard Corps and approved by the Supreme Defense Council.

Article 57. All those recalled to service of the cautionary or reserve period or for refresher courses and completion of training or general mobilization shall receive salaries equivalent to the salary of the officers, commissioned officers, and personnel of the permanent cadre of the same rank from the budget of the related ministries.

Note 1. If those recalled cited in this article are employees of one of the ministries or government or government-affiliated organizations, they will receive the difference between their salaries and benefits from their organizations.

Note 2. The level of salary of the cautionary and reserve personnel in war time shall be on the basis of the suggestion of the Joint Headquarters and the approval of the Supreme Defense Council.

Footnotes

1. RUZNAMEH)YE RASMI, No. 11569, 22/08/1363

2. See attachments cited on page 514 and the end of this collection.

3. Amendment ratified on 03/08/1366 [25 October 1987] by the Majles and approved on 14/08/1366 [5 November 1987] by the council of Guardians (cited in RUZNAMEH)YE RASMI, No. 12454, 07/09/1366 [28November 1987]).

4. Ibid.

5. See the interpretive law of Articles 31 and 33, ratified on 28/08/1370 [19 November 1991] by the Majles and verified on 06/09/1370 [27 November 1991] by the Council of Guardians, cited on page 520 of this collection.

6. Ibid.

7. Amendment ratified on 14/09/1364 [5 December 1985] by the Majles and verified by the Council of Guardians (RUZNAMEH)YE RASMI, No.11890, 02/10/1364 [23 December 1985]).

8. Ibid.

9. [Footnote number missing, but information given in note] Ibid.

Book 3: Implemental Bylaws of the General Military Service Law

Part 1: Implemental Bylaws of Article 12 of the General Military Service Law, Ratified on 16/07/1365 [7 December 1986] by the Cabinet[1]

Article 1. Regarding those workers and employees of the ministries, government establishments and companies, and legal institutions and government-affiliated, nationalized, and confiscated organizations and those government establishments that are subject to this law, if mentioned by name, as well as city halls, who report to their place of work within 60 days of the completion of their military service, their employers or related organizations are responsible for restoring them to their initial positions.

Article 2. If in the private sector the return of workers to work after military service is a condition in the employment contract and the worker reports to the work place

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within the period established in Article 1, the employer is obliged to reappoint him to his initial job.

Note. When a worker is reappointed, his wages and benefits must not be lower than they were at the time he was sent to military service.

Article 3. If the reemployment of workers and employees subject to these bylaws in their initial jobs or similar jobs is not possible, and if they refuse to accept another job, they shall be treated in accordance with the regulations in practice by the related organization or the labor law, taking into consideration Article 2 of these bylaws.

Article 4. If the employee or worker is unable to report to his previous establishment or place of work due to illness or unexpected events within the period of time established in these bylaws, he is responsible for reporting to the related unit immediately after the hindrance is removed and for presenting the necessary documents, in which case he shall be treated in accordance with the regulations of the organization or the labor law.

Article 5. If workers subject to these bylaws need professional training to return to their previous job, the employer will provide the resources for the necessary training through the Ministry of Labor and Social Affairs.

Article 6. Employers are responsible also for providing for the workers subject to these bylaws from the date of return to work such benefits as pay raises and housing, if they have done so for the workers of their work place.

Article 7. If the workers subject to the labor law, after the completion of general military service, through adhering to the contents of these bylaws, lose their job for reasons such as the closure of the workshop, the placement centers of the Ministry of Labor and Social Affairs shall give priority to such workers in training or employment, all things being equal.

Prime Minister Mir Hoseyn Musavi

Part 2: Implemental Bylaws of the General Military Service Law (29/07/1363 [21 October 1984]) by the Majles,[2] Approved on 13/05/1364 [4 August 1985] by the Cabinet, With Later Amendments and Attachments[3]

Chapter I: General Points

Article 1. Male citizens of the government of the Islamic Republic of Iran in terms of the General Military Service Law, with consideration for the regulations of Article 976 of the civil law, are as follows:

1. All residents of Iran, except for those whose foreign citizenship is certain.

Foreign citizenship is certain for those whose citizenship documents are not protested by the government of Iran.

2. Those whose father is Iranian, whether they are born in Iran or abroad.

3. Those who are born in Iran and whose parents are unknown.

4. Those who are born in Iran of foreign parents, one of whom was born in Iran.

5. Those who are born in Iran of a father who is a foreign citizen who has stayed in Iran for at least a year immediately after reaching the age of 18; otherwise, their acceptance as Iranian citizens shall be in accordance with regulations that in accordance with the law are established for becoming an Iranian citizen.

6. Any foreign citizen who has obtained Iranian citizenship.

Note. Children born of foreign diplomatic and consulate representatives are not included in categories 4 and 5.

Article 2. Persons who have foreign citizenship and have later obtained Iranian citizenship, in terms of military service, shall be subject to the regulations of the general military law.

Note 1. If at the time of foreign citizenship they have served compulsory military service in accordance with the laws of that country, for cautionary and reserve phases, they shall be subject to the regulations concerning persons of the same category.

Note 2. If the country of previous citizenship has had no general military service regulations or they have been exempted from compulsory service, if necessary in times of war and general mobilization, they shall be summoned to serve.

Article 3. Male Iranians will be summoned from 1 Farvardin [21 March] of the year in which they turn 19 to clarify their eligibility status.

Article 4. Individuals who are determined to have no deterrents for compulsory military service, in the course of the year that they are a 19 full years of age, will be sent to compulsory service.

Article 5. In determining the age of eligibility for being summoned and sent to service, the day or month of the birth has no effect; and all male persons born in a solar year (from 1 Farvardin [21 March] to the end of Esfand [20 March]) will be considered those born in the same year and in terms of eligibility will be placed in the same classification.

Article 6. Those eligible who are capable to serve and have no obstacles and who volunteer for compulsory service in the year they are summoned, if they are needed, can be sent with an announcement by the General Military Service Office.

Article 7. All eligible persons summoned are responsible for reporting to the centers announced in the media by the General Military Service Office to determine and clarify their eligibility status on time.

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Article 8. The age of eligible persons and dependents in terms of military service or exemption shall be subject to the initial content of their birth certificates. Cancellation of the birth certificate or related birth certificate documents and any sort of change, including correction, attachment, or completion, which takes place later, if it effects the exemption or eligibility status, even if it is on the basis of rulings issued by the judicial authorities, will not be considered valid, and the General Military Service Organization and Examining Committees are obliged to adhere to the initial contents of the first birth certificate of the eligible person and their dependents.

Article 9. If in accordance with the announcement of the eligible person, or the General Military Service Organization, or the reexamination of the first examining physician, or the units the duty personnel the difference between the actual age of the eligible person and the age cited on his birth certificate appears to be more than five years, the eligible person will be examined in the Medical Council (cited in Note 1 of Article 41 of the General Military Service Law), and if the council verifies the difference of the eligible person's age at the level specified above, the eligible person will be notified to take steps to correct his birth certificate through the proper authorities. Obviously, if in accordance with the opinion of the Medical Council the eligible person is at an age that he must be sent to service, he will be sent to service immediately, and if he is at an age which is exempt, the issuance of his exemption card will be dependent on the presentation of the corrected birth certificate.

Note. In regards to eligible persons whose difference in age as cited in the new birth certificate compared to the original birth certificate is more than five years, the method stated in Article 9 will be implemented.

Article 10. In regards to those who apparently are within the eligible age and who request the issuance of a birth certificate claiming that they have not received one, the local office of records shall introduce such individuals to the local general military service district for examination by the Medical Council and then issue birth certificates in accordance with the opinion of the Council, and the general military service districts will proceed in accordance with the issued birth certificate, as described in Article 9.

Article 11. In Esfand [20 February-20 March] every year, the general plan for the annual needs of the Military and Law Enforcement Forces, which will include the needs of every stage as well and also the order of priority of meeting the needs, will be prepared by the Joint Headquarters of the Military of the Islamic Republic of Iran and, after approval by the Supreme Defense Council, will be announced for implementation to the General Military Service Office.

Note 1. In order to prepare the plan for the needs cited in this article, a committee will be formed in the Joint Headquarters with the participation of the Military and Law Enforcement Forces.

Note 2. The Military and Law Enforcement Forces are responsible for reporting to the Joint Headquarters the ratified organizational ceiling of duty personnel and also the number of existing personnel in accordance with the service base statistics at the end of every year, in order to calculate the needs of the following year.

Note 3. If out of necessity in one or several periods there are changes regarding sending them to service, such changes will be regulated within the annual quota of each one of the forces and organizations by the General Headquarters and, after the approval of the Supreme Defense Council, announced to the General Military Service Office for implementation.

Article 12. In emergency situations, the transfer of special draftees collectively or individually to Military and Law Enforcement Forces by the Joint Headquarters of the Military of the Islamic Republic of Iran will be announced to the General Military Service Office.

Article 13. The General Military Service Office, after receiving the level of needs of each of the Military and Law Enforcement Forces from the Joint Headquarters, in every stage of sending draftees, by forming a committee comprised of the representative of the Joint Headquarters, forces, and organizations that have a quota, will determine the quota of each force or organization of the existing draftees in every military service area.

Note. If the existing draftees in every stage exceed or are less than the level of the needs of the Military and Law Enforcement Forces, the above-mentioned increase or decrease will be distributed proportionately among them on the basis of their quota at the level of dispatch, and the last determined quota will be the criterion for the action of the military service areas. If there are extra draftees in the course of the year, a decision must be made in a way that the share of none of the Military and Law Enforcement Forces will exceed their annual quota, which has been approved by the Supreme Defense Council.

Article 14. The Military and Law Enforcement Forces are responsible, after determining their quota from each area, for informing the training centers of the related forces about it.

Article 15. If after determining the quota on the basis of regulations in Article 13 of these bylaws, while they are being sent, the number of draftees that can be sent exceeds the quota, the General Military Service Office is responsible for allocating the surplus on the basis of priorities ratified by the Supreme Defense Council with the opinion of the Joint Headquarters and the related force, up to the level of the needs of every stage for the same force.

Article 16. The procedures for the distribution and allocation of draftees in each area among the Military and Law Enforcement Forces at a level that has been approved by the committee is the responsibility of the General Military Service Office.

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Article 17. The General Military Service Office is responsible for delivering the draftees of each force in the training centers that are previously determined.

Article 18. The training centers of the Military and Law Enforcement Forces are required to accept the draftees allocated to them with the previous coordination of the headquarters of the related forces or organizations who are introduced by the General Military Service Office.

Article 19. The cost of sending, transportation, and on-the-road rations of all the draftees from the centers of dispatch to the training centers will be the responsibility of the Gendarmerie of the islamic Republic of Iran. In places where there are insufficient vehicles and it is possible to help and cooperate, other Military and Law Enforcement Forces will provide the necessary assistance to the general military service areas sending the draftees in regards to transporting them.

Article 20. None of the Military and Law Enforcement Forces are allowed to accept draftees who do not have draft booklets or have draft booklets but have not been introduced by the General Military Service Office.

Article 21. If the draftees are accepted into service without being introduced by the General Military Service Office in any of the Military and Law Enforcement Forces, the period that they have served in those forces will not be calculated in their general military service, and they shall be treated as eligible persons who have not been drafted.

Article 22. Eligible persons who have draft booklets and have been sent by the Military Service Office of the place of the issuance of their birth certificate or place of residence to the training centers, if they have reported to another Military Service Office or the Military Service Office that has dispatched them and hide that they have been previously sent and receive new draft booklets and are sent to another training center, their service in the next training center will not be calculated as a part of their general military service and they shall be treated as eligible persons who have not been dispatched to service.

Article 23. The Military and Law Enforcement Forces are not allowed to release the duty soldiers while doing general military service without observing the General Military Service Law and its implemental bylaws or without the issuance of rulings from the judicial authorities.

Article 24. The Guard Corps of the Islamic Revolution may select its required draftees for each period in accordance with determined regulations from among those draftees who have draft booklets and announce their distinctions prior to the date of dispatch to the general military service areas issuing the draft booklets in order for the intended draftees to be included within the determined quota in the training centers of the Guard Corps.

Article 25. If the quota of the Guard Corps regarding the announced draftees in each area is not filled, upon the request of the Guard Corps, the remainder of the quota shall be provided from other draftees.

Article 26. The Military and Law Enforcement Forces who make use of the military service draftees are responsible for issuing for each of the duty personnel their service completion cards after the completion of the service and, if they do not have initial absences or a record of desertion and giving them to them, and for announcing it in writing to the military service area where their birth certificates were issued.

Note 1. For eligible persons the place of the issuance of whose birth certificate is outside the country, the completion of service will be reported to General Military Service Area No. 1 in Tehran.

Note 2. If the individuals who have completed the general military service in each of the stages and who have received completion of service cards claim that their card is lost, stolen, or unusable, and request a copy, along with the submission of the necessary evidence of their claim (the necessary documents will be determined with the coordination of the forces and the Military or Law Enforcement Organization), the issuing units, and if dissolved and not in existence, the headquarters of the higher levels, will examine the matter on the basis of the related records and, after verification of the claim of the applicant, will issue a copy.

Article 27. Dispatching to service will be done by the military service areas that issue the draft booklets, except in cases when the local General Military Service Office considers their dispatch necessary.

Article 28. All draftees must perform their general military service in the Military and Law Enforcement Forces.

Article 29. If government organizations in peace time want to make use of the personnel of the permanent and duty cadre of the Military and Law Enforcement Forces collectively or individually for production, development, research, education, or health and treatment, cited in Article 147 of the Constitution, the highest authority of that organization must announce to the Prime Minister's Office how they will be used, so that upon the approval by the Cabinet the matter can be announced to the Joint Headquarters of the Military of the Islamic Republic of Iran (in regards to the three forces), the Ministry of Interior (in regards to the Law Enforcement Forces), or the Central Headquarters of the Guard Corps, accordingly, and they can be placed at the disposal of the requesting ministries and organizations.

Article 30. If the Joint Headquarters of the Military of the Islamic Republic of Iran, the Ministry of Interior, or the Guard Corps disagrees with sending the requested personnel, they shall report their disagreement to the Supreme Defense Council, and steps will be taken in accordance with the decision of the Supreme Defense Council.

Article 31. The duty personnel of each of the Military and Law Enforcement Forces who serve in the implementation of Article 29 of these bylaws collectively or individually in

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the government organizations on assignment will be considered a part of the introducing force and will receive their service completion cards from the same force.

Article 32. The draftees cited in the legislative bill on health and treatment manpower service ratified on 24/09/1358 [15 December 1979] are responsible for going to the related general military service areas and being sent along with other draftees for their compulsory service period.

Article 33. The draftees of the previous article like others will be sent to the training centers for the preliminary military training course, and after the completion of training, first they will be used to meet the needs of the Military and Law Enforcement Forces, and the surplus number will be placed at the disposal of the Ministry of Health to perform services cited in the legislative bill on health and treatment manpower service.

Article 34. The preliminary training period for draftees who will be placed at the disposal of the Ministry of Health in the implementation of Article 33 of those bylaws shall be included in the calculation of service cited in the above-mentioned bill.

Article 35. The Ministry of Health will accept the responsibility of serving the introduced draftees and, after five years of service, calculating the military training course, will announce the matter to the military service area that has dispatched the draftee, and the related military service area will issue them an exempt-from-service card in peace time.

Article 36. Draftees cited in the legislative bill exempting the graduates of teacher training centers from military service, like other eligible persons, will be sent for their preliminary military training course to the training centers, and after the completion of the above-mentioned training course will be placed at the disposal of the Ministry of Education to serve as cited in the legislative bill exempting graduates of teacher training centers.

Article 37. Teacher training centers are responsible for announcing the particulars of the eligible graduates to the General Military Service Office of the place of issuance of their birth certificate.

Article 38. After the completion of service obligation cited in the legislative bill exempting graduates of the teacher training centers, the Ministry of Education will announce it to the Military Service Office from which he was sent, which in turn will issue an exemption-from-compulsory-service card in peace time.

Article 39. The Ministry of Education is responsible for announcing the names of the teacher training centers and their later changes to the General Military Service Office.

Article 40. The Aviation Techniques School is responsible for announcing the particulars of draftees it has employed in the implementation of Article 8 as flight instructors and airplane technicians, after the completion of the obligations cited in Article 8 above, for the exemption-from-general-military-service card to the Military Service Office where their birth certificates were issued. The related General Military Service Office will issue exemption-from-general-military-service cards for such draftees.

Article 41. The Shipping Company of the Islamic Republic of Iran is responsible for introducing its four-year training students who have pledged 10 years of service in the same company for preliminary and specialized military training course on the navy ships directly to that force and announcing the full particulars of the above-mentioned graduates to the General Military Service Offices where their birth certificates were issued.

Note. Graduates cited in this article, after the completion of the preliminary and specialized military training course, will be introduced to the Shipping Company of the Islamic Republic of Iran and, after the completion of 10 years of service in that company, shall be exempt from the remainder of compulsory service.

Article 42. The Shipping Company of the Islamic Republic of Iran is responsible for announcing the particulars of the draftees who have fulfilled the commitment cited in Article 9 of the General Military Service Law to the related General Military Service Office of the place where their birth certificates were issued. The related General Military Service Office will issue compulsory service exemption cards for such draftees.

Article 43. The Teacher Training Center and the Shipping Company of the Islamic Republic of Iran are not allowed to admit absent draftees to the related educational centers.

Article 44. The Aviation Techniques School is not permitted to hire absent eligible persons in the jobs of flight instructors and airplane technicians, cited in Article 8 of the General Military Service Law.

Article 45. The Ministry of Education, the Shipping Company of the Islamic Republic of Iran, and the Aviation Techniques School are responsible for announcing the full particulars of the draftees who have been admitted to serve or study in the related training centers to the General Military Service Office of the place where their birth certificates have been issued for registration in the draftees' status book.

Article 46. If any of the draftees in Articles 6, 7, 8, and 9 of the General Military Service Law in any stage refuse to carry out their obligations, the Ministry of Health, the Ministry of Education, the Shipping Company of the Islamic Republic of Iran, and the Aviation Techniques School, accordingly, are responsible for announce this to the General Military Service Office of the place where the birth certificate of the draftee has been issued.

Article 47. The related Military Service Offices shall investigate the status of such individuals, and if there are no impediments, they shall be sent for general military service, like other draftees.

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Article 48. Those eligible for general military service cited in Article 10 of the General Military Service Law consist of:

1. Those with medical, dental, pharmaceutical, and veterinarian doctorates, and those born in 1328 [21 March 1949-20 March 1950] and later, up to the age of 50.

2. Those with doctorates of nonmedical groups and those with masters and bachelors degrees born in 1334 [21 March 1955-20 March 1956] and later, up to the age of 50.

3. Those with associate, high school, and lower degrees or certificates and illiterate persons born in 1338 [21 March 1959-20 March 1960] and later, up to the age of 50.

Article 49. The ministries, government departments, and government and government-affiliated establishments, official records offices, banks, cooperative companies, legal institutions, and private establishments that are legal are responsible for the affairs cited in Article 10 of the General Military Service Law, and regarding those affairs related to their duties, they are obliged to obtain from draftees cited in Article 48 of these bylaws documents concerning their eligibility status and including them in their files.

Note. Eligible persons born in 1328 to the end of 1337 [20 March 1959] will be asked for documents concerning their eligibility status if it becomes certain for the officials or those in charge of the organizations cited in Article 49 of these bylaws that the eligible person has a bachelors or higher degree.

Article 50. Documents concerning the eligibility status of the person eligible for general military service are as follows:

A. Compulsory service completion card (previously, service under the flag).

B. Permanent exemption card.

C. Temporary exemption card (guardianship, medical, or exemption of brother or offspring of prisoners, when valid).

D. Certificate of being engaged in study, on the basis of valid educational exemption card.

E. Certificate issued by Military and Law Enforcement Forces stating employment in the above-mentioned forces.

F. Certificate issued by Military and Law Enforcement Forces stating engagement in compulsory service in the above-mentioned forces without absence.

G. Certificate issued by the General Military Service Office or Gendarmerie of the regions that are authorized by the General Military Office, which are signed by the director of the General Military Office or the commander of the related region.

H. Certificate of being engaged in study or service in the Ministry of Health, the Ministry of Education, the Shipping Organization of the Islamic Republic of Iran, and Aviation Techniques School cited in Articles 6, 7, 8, and 9 of the General Military Service Law.

I. Rulings issued by the proper courts in regards to recording of the transactions of the eligible persons.

J. Draft booklets without a stamp of absence while valid.

K. A card indicating denial of general military service, issued on the basis of previous laws.

Note. The General Military Service Office may review when appropriate the necessary documents for matters cited in Article 10 of the law, prepare the necessary amendments through the coordinating council cited in Note 2 of Article 21 of the General Military Service Law, and present them to the Cabinet through the Ministry of Interior for approval.

Article 51. The value and validity of presentation of each of the documents cited in Article 50 in terms of matters cited in Article 10 of the General Military Service Law shall be as follows, accordingly:

A. Those with compulsory service completion card or permanent exemption card may engage in all matters cited in Article 10 of the General Military Service Law.

B. Those with temporary exemption cards (medical or guardianship) may engage in the following, cited in Article 10 of the General Military Service Law, while the card is valid:

1) Participation in drivers tests and obtaining a drivers license.

2) Receiving any sort of loan or agricultural, industrial, animal husbandry, or housing loans through the ministries, government and government-affiliated organizations, and legal institutions.

3) Becoming a candidate for legal councils and societies.

4) Receiving the original certificate or license for the completion of a high school diploma and higher degrees from the related ministry.

5) Membership in cooperative companies.

6) Registration of any sort of nondisputed transfer of property directly or indirectly in official registration offices.

7) Receiving regular pay from government and government-affiliated organizations and legal institutions.

8) Employment in the form of daily wages and hired service in ministries, government and government-affiliated establishments, legal institutions, and government companies.

C. Those with certificates indicating involvement in studying based on a valid educational exemption card may

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engage in the following of the affairs cited in Article 10 of the General Military Service Law:

1) Participation in driving tests and obtaining a license.

2) Receiving any sort of agricultural, industrial, animal husbandry, or housing loans and aid through the ministries, government and government-affiliated establishments, or legal institutions.

3) Becoming a candidate for legal councils and societies.

4) Membership in cooperative companies.

5) Registration or transfer of any sort of nondisputed property directly or indirectly in official records offices.

6) Receiving the original certificate or completion degree for high school and higher degrees from the related ministries.

7) Receiving regular pay from government and government-affiliated organizations and legal institutions.

8) Employment in the form of daily wages and hiring of services in ministries, government and government-affiliated organizations, legal institutions, and government companies.

D. Those with certificates issued by the Military and Law Enforcement Forces stating that they are employed in those forces may engage in the following affairs, cited in Article 10 of the General Military Service Law:

1) Participation in driving tests and obtaining a license.

2) Receiving any sort of agricultural, industrial, animal husbandry, or housing loans and aid through the ministries, government and government-affiliated establishments, and legal institutions.

3) Receiving the original certificate or completion degree for high school diploma and higher degrees from the related ministries.

4) Membership in cooperative companies.

5) Registration or transfer of any sort of nondisputed property directly or indirectly in official records offices.

E. Those with certificates issued by the Military and Law Enforcement Forces indicating that they are engaged in compulsory service may engage in the following affairs cited in Article 10 of the General Military Service Law:

1) Participation in driving tests and obtaining a license.

2) Receiving any sort of agricultural, industrial, animal husbandry, or housing loans and aid through the ministries, government and government-affiliated establishments, and legal institutions.

3) Receiving the original certificate or completion degree for high school diplomas and higher degrees from the related ministries.

4) Membership in cooperative companies.

5) Registration or transfer of any sort of nondisputed property directly or indirectly in official records offices.

6) Receiving regular pay from government and government-affiliated organizations and legal institutions.

[F. Missing]

G. Those with certificates issued by the General Military Service Office or the authorized Gendarmerie regions may engage in some of the affairs mentioned in the issued certificate.

H. Those with valid draft booklets that are not stamped as absent may engage in the following, cited in Article 10 of the General Military Service Law:

1) In the case of those with draft booklets who succeed, while the booklet is valid, in registering and passing the test for the issuance of a certificate, the certificate will be issued and given to them.

2) Receiving regular pay from government and government-affiliated organizations and legal institutions.

3) Employment in the form of daily wages and hiring of services in ministries, government and government-affiliated organizations, legal institutions, and government companies.

I. Those with certificates indicating they are engaged in study or service in the Ministry of Health, the Ministry of Education, the Aviation Techniques School, and the Shipping Company of the Islamic Republic of Iran, cited in Articles 6, 7, 8, and 9 of the General Military Service Law, may engage in the following, cited in Article 10 of the General Military Service Law:

1) Participation in driving tests and obtaining a license.

2) Receiving any sort of agricultural, industrial, animal husbandry, or housing loans and aid through the ministries, government and government-affiliated establishments, and legal institutions.

3) Becoming a candidate for legal councils and societies.

4) Membership in cooperative companies.

5) Registration or transfer of any sort of non-disputed property directly or indirectly in official records offices.

J. Those with rulings issued by proper courts in regards to registration of transactions of eligible persons may carry out the affairs related to the registration of nondisputed transactions at a level that has been stated in the ruling.

K. Those with cards indicating denial of general military service that have been issued on the basis of previous laws may engage in all affairs cited in Article 10 of the General Military Service Law, in observance of the related laws.

Note 1. If the officials or those in charge of the organizations implementing Article 10 of the General Military Service Law engage in the affairs cited in that article without presenting documents indicating the examination

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of the status of the eligible person (cited in Article 50 of these bylaws), the affairs that have been engaged in are invalid and the related organization will be notified about the matter in order to prosecute the violating official or person in charge.

Note 2. The verification of the authenticity of temporary exemption cards cited in Paragraph B of this article must be obtained from the General Military Service Offices that issue the cards.

Note 3. Departments and offices of education, universities, and higher education institutions and the Administrative Council of Qom Seminary or their official representatives in provincial cities will issue the certificates of study for precollegiate, trade school, university, art school, and seminary students, as the case may be, in regards to the issues stated in Paragraph C of this article, in the course of the academic year in which they are studying on the basis of their educational exemption cards.

Note 4. The Military and Law Enforcement Forces are responsible for issuing the certificates cited in Paragraph E of Article 51 of these bylaws, with consideration for Article 58 of the law, only for the duty personnel whose draft booklets do not have an absent stamp.

Note 5. Employment in the Military and Law Enforcement Forces, offically and contractually, is not subject to the regulations of this article and is allowed in accordance with the laws of the related force.

Article 52. Officials or those in charge of the implementation of Article 10 of the General Military Service Law are responsible, as the case may be, at the time of carrying out the affairs cited in that article, for mentioning the date of birth of the persons, with consideration for Articles 8, 9, and 10 of these bylaws in the documents that are prepared.

Article 53. During times of war and general mobilization, if necessary, those eligible persons who for some reason have been exempted from compulsory service in peace time are summoned to service shall receive the salary and benefits of the eligible persons in the cautionary period of their own level.

Article 54. The summoning of the above-mentioned eligible persons, after the suggestion of the General Headquarters of the Military and the approval of the Supreme Defense Council, shall be the responsibility of the General Military Service Office, which will inform the public through the mass media and send the summoned to service like other eligible persons.

Note 1. The Joint Headquarters of the Military will coordinate in this case with the Central Headquarters of the Guard Corps.

Note 2. Those eligible persons who due to defect of limbs or physical or psychological illness have been temporarily or permanently exempted from compulsory service in peace time will be reexamined by the Medical Council, and if according to the opinion of the Medical Council the illness continues, they shall not be sent to service.

Article 55. Eligible persons who are hired to serve in the permanent cadre by passing the Military and Law Enforcement colleges and schools, if their period of study is less than two years, a period of their service in ratio to their service deficit of up to two years will be calculated as part of their compulsory service.

Note. Military and Law Enforcement Forces are responsible for issuing and distributing the compulsory service completion card for the related duty and retired persons who have not reached the age of 50.

Article 56. If students in the permanent cadre of the training centers of the Military and Law Enforcement Forces prior to achieving a rank (or completion of the training course in regards to the Guard Corps or Islamic Revolution Committees) resign or are dismissed, the period of training will not be calculated as part of their compulsory service, and they shall complete two years of compulsory service.

Note 1. Related sections are responsible for introducing the above-mentioned eligible persons to the local Military Service Offices, and the related Military Service Offices shall examine the status of such eligible persons and, if no obstacles exist, shall send them to service like others.

Note 2. The above-mentioned eligible persons may not receive educational exemption, unless in the year that draftees of the same level are summoned they meet the requirement for educational exemption.

Article 57. If students in the permanent cadre of the Military and Law Enforcement training centers are dismissed due to lack of competence beyond their control, their period of study in the above-mentioned centers will be calculated as a part of their compulsory service. If the period of training is equal to or more than the period of compulsory service, their compulsory service completion card will be issued by the related section, and if it is less than the compulsory service period, they will serve the remainder, up to two years, in the same force or organization and receive their compulsory service completion card.

Note. The related sectors are responsible for announcing to the local Military Service Office where their birth certificates are issued that the compulsory service completion card has been issued.

Article 58. Determining whether or not incompetence is willful is the responsibility of the council or the determining authority in regards to the dismissal of the student.

Note. Lack of educational ability and failure in the tests of the training and cultural centers which result in dismissal will be considered willful.

Article 59. If students of the training centers of the permanent cadre of the Military and Law Enforcement Forces are removed prior to acquiring a rank (or completion of the training course in regards to the Committee and Guard

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Corps) due to illness, if their period of training equals the compulsory service period or exceeds it, their compulsory service completion card will be issued by the related section and given to them. If the period of training is less than the compulsory service period, they shall be reported to the nearest local Military Service Office, examined in the Medical Council, and if, in accordance with the regulations of these bylaws, they are determined to be fit to serve, they shall be sent to carry out the remainder of their compulsory service in the related section.

Article 60. If officers, Air Force officers, and commissioned officers of the permanent cadre of the Military and Law Enforcement Forces and permanent members of the Guard Corps and the Revolution Committees are dismissed or resign from service in accordance with the related employment regulations, their period of training in the training centers prior to obtaining a rank (or completion of training in regards to the Committee and the Guard Corps) will not be calculated as a part of their compulsory service period. And if their period of service after receiving a rank or completion of the training course (period of officer, Air Force officer, commissioned officer, permanent membership in the Guard Corps, and Committee service) equals the compulsory service period or exceeds it, their compulsory service completion card will be issued and given to them by the local section. If their period of service is less than the compulsory service period and they are capable of serving, and there are no obstacles, they shall serve the remainder of their compulsory service as privates in the related section and receive the compulsory service completion card.

Note. The section of the location of service of the eligible persons of the above articles will report all the changes in their service status by sending a photocopy of the birth certificate to the General Military Service Office of the place where the birth certificate was issued.

Article 61. The training centers of the Military and Law Enforcement Forces are to announce the complete particulars of the draftees that they have admitted for training to the General Military Office of the place where their birth certificates were issued.

Article 62. Draftees who are emphasized as official employees pledging to serve in the Military and Law Enforcement Organizations, after completing their pledged period, will be exempted from compulsory military service.

Article 63. The above-mentioned pledge period in regards to employees of the medical and technical group who have high school diplomas or higher degrees is six years in normal climates and four years in bad climates, and in regards to other employees, nine years in normal climates and six years in bad climates.

Note 1. The pledged periods mentioned in this article concern draftees who have been or will be employed from 29/07/1363 and later in the Military and Law Enforcement Forces.

Note 2. The classification of the medical and technical groups shall be on the basis of the employment law of their organization.

Note 3. Military and Law Enforcement Forces that employ them will announce the particulars of the above-mentioned hired employees to the Military Service Office of the place where their birth certificates were issued.

Article 64. The Military and Law Enforcement Forces that hire the employees are responsible for providing them with military training in the course of their service.

Article 65. That group of above-mentioned employees who due to separation of the related section from the Military and Law Enforcement Forces are transferred to one of the ministries, government or government-affiliated organizations, city halls, the Red Crescent, or legal institutions will carry out the remainder of their pledged period in the new organization, and if such employees have not passed their military training course previously, the above-mentioned organizations with the cooperation of the Military and Law Enforcement Forces must make arrangements for their military training.

Article 66. The Military and Law Enforcement Forces and also the ministries and organizations cited in Article 65 are responsible, after the completion of the pledged period, for announcing it to the General Military Service Office of the place where the employees' birth certificates were issued along with a photocopy of the birth certificate. The related Military Service Office will issue the compulsory service exemption card for them.

Article 67. If the above-mentioned employees resign or are dismissed from service prior to the completion of the pledged time, the Military and Law Enforcement Forces and the related organization are responsible for informing the General Military Service Office of the place where their birth certificates were issued.

Article 68. If the above employees are removed from service prior to the completion of their pledged time as determined by the related Military and Law Enforcement Forces or organization for reasons beyond their control, if their period of service is at least five years in normal climates and three years in bad climates, they will be exempt from compulsory service, and if they have served less than those numbers of years, for every year less than the pledge, they will serve four months of compulsory service. And, in any case, their compulsory service period will not be less than four months.

Note 1. The related Military and Law Enforcement Forces and organizations are responsible for reporting the case of such employees to the local General Military Service Office for the purpose of the issuance of exemption from compulsory service cards for the remainder of compulsory service.

Note 2. The related Military Service Office will take steps to issue exemption from service cards for those who have completed their pledged time or send employees who have

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service deficits and issue exemption cards for employees after their completion of service.

Note 3. If the employees cited in Note 2 of Article 6 wish to receive the completion of compulsory service card instead of an exemption card, they can, like other draftees, complete their compulsory service fully and receive compulsory service completion cards.

Article 69. For duty soldiers who in the course of compulsory service with at least elementary school certificates and the pledge of five years of contractual service are hired to serve in organizational jobs required by the Military and Law Enforcement Forces, two years of their pledged service will be calculated toward their compulsory service.

Note. The Military and Law Enforcement Forces that hire them are responsible for informing the dispatching office of their employment.

Article 70. The Military and Law Enforcement Forces that have hired the above-mentioned draftees, after the completion of their pledge time, will issue them compulsory service completion cards.

Article 71. If the above draftees resign or are removed from service for any reason prior to the completion of their pledge and are not eligible for legal exemption, calculating the period of compulsory service they have completed earlier, they shall serve the remainder of their compulsory service up to two years in the related force.

Article 72. Military and Law Enforcement Forces will inform the General Military Service Office of the place where their birth certificates were issued of the status of the above article and send a photocopy of their birth certificate.

Article 73. Hiring duty personnel who have been dispatched to service with initial absence is not permitted by the Military and Law Enforcement Forces under any title.

Article 74. The Military and Law Enforcement Forces mentioned in these bylaws are:

A. The Ministries of Defense and Guard Corps.

B. The Headquarters of the Military of the Islamic Republic of Iran.

C. The Central Headquarters of the Guard Corps.

D. The forces of the Military of the Islamic Republic of Iran.

E. The Gendarmerie and Police Department of the Islamic Republic of Iran.

F. The Islamic Revolution Committee.

G. Also, the headquarters, departments, units, and companies affiliated with them.

H. Judicial police.

Article 75. All draftees who enter compulsory service will take an oath of loyalty, in accordance with the bylaws of the Military of the Islamic Republic of Iran, to the Islamic Revolution, the regime of the Islamic Republic of Iran, the Constitution, and the leader (commander in chief of the Armed Forces of the Islamic Republic of Iran).

Chapter II: Summons for Compulsory Service

Article 76. The General Military Service Office every year will summon those eligible persons who turn 19 years of age in that year through the mass media in order to examine their eligibility status.

Article 77. The summoned categories of the eligible persons in every year will be announced along with the summons announcements to the Ministry of Foreign Affairs. The Ministry of Foreign Affairs will notify the consulates and diplomatic agencies of the government of the Islamic Republic of Iran in order to inform the eligible persons residing abroad.

Article 78. The consulates and diplomatic agencies of the government of the Islamic Republic of Iran are responsible for informing the eligible persons in their area of assignment, and eligible persons in the nearest country of the assignment (if there is no diplomatic agency in that country), concerning the summons announcement of summoned categories.

Article 79. The summoned eligible persons are responsible for reporting to the General Military Service Organization of the place of their birth or residence in order to clarify their eligibility status in the course of the year in which they turn 19 years of age.

Article 80. Eligible persons residing abroad are responsible for reporting to the consulate or the diplomatic agencies of the Islamic Republic of Iran in their country of residence, or if there is not one, to the nearest consulate or diplomatic agency of the government of the Islamic Republic of Iran, in order to clarify their eligibility status.

Article 81. The records offices of every area are responsible for preparing annually the list and particulars of those eligible in the provincial cities, districts, and area of its assignment who in the following year will reach the age of eligibility (summons) from the related books separately in quadruplicate, sending three copies by 1 Azar [22 November] of every year to the General Military Service Organization and authorities and keeping the fourth copy for their records.

Article 82. The General Military Service Organizations and authorities will keep one copy of the list they have received for recording in the related books of particulars and status of eligible persons (book of names) and send the other two copies to the following authorities:

A. The first copy, to the General Military Service Office.

B. The second copy, to the Gendarmerie regiment or battalion.

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Article 83. If after the list of eligible persons is sent from the records offices to the General Military Service Organizations and authorities, some persons due to not receiving birth certificates report to the records offices to obtain birth certificates, those offices are responsible:

A. If the date of birth claimed by such persons matches those of eligible persons cited in the lists or previous categories who are not subject to category exemptions, after the issuance of birth certificates, the list of their names must be sent in the lists of the following year.

B. If the date of birth claimed by the persons mentioned in this article do not conform to the years of birth cited in the lists that have been sent or the previous categories that are not subject to category exemption, steps will be taken in accordance with the regulations of Article 10 of these bylaws, and after the issuance of birth certificates, their names will be sent with the list for the following year.

Article 84. General Military Service Organizations and authorities that are assigned to investigate the status of eligible persons, after receiving the lists cited in Article 81, are responsible for recording them in the book of status and particulars of the eligible persons (book of names), in accordance with the related instructions to be announced by the General Military Service Office, and attaching them to the end of the above-mentioned book.

Article 85. The records office of every area is responsible for sending every year the list of names of eligible persons who have died in the previous year as well as the names of persons who are in the female category and whose names have mistakenly been given to the General Military Organization of the area as males, following the procedures established in Article 81, on 1 Azar [22 November] every year to be recorded in the book of names. The local General Military Service Organization will take steps in accordance with Article 82 as soon as it receives these lists.

Article 86. All information required by the General Military Service Organizations and authorities in special forms that will be prepared and implemented with the coordination of the General Military Service Office and the National Records Organization will be placed at the disposal of the General Military Service Organization.

Article 87. Police Departments, police precincts, and the units and guards stations of the Gendarmerie are responsible for identifying the eligible persons in their areas after the publication of summons announcements or the announcement of the local General Military Service Organization and notifying them to report to the General Military Service Organizations to clarify their eligibility status.

Article 88. The duty area, company, or guard station of the Gendarmerie in the provincial city centers and districts, as soon as they receive the lists mentioned in Article 81 of these bylaws, are responsible for preparing the names of the eligible persons in the jurisdictional area of their affiliated and adjacent guard stations separately and sending them to the related guard station in order for each guard station to take steps to summon and send the eligible persons in its jurisdictional area.

Article 89. In each of the Gendarmerie guard stations not in the district centers, the names of the eligible persons in the jurisdictional area of that guard station will be recorded in a book set aside exclusively for this purpose, whether or not the above-mentioned eligible persons are born in the jurisdictional area of the guard station or reside there. The eligible persons are also responsible for informing the Gendarmerie guard station of any change of residence, in order for the changes to be recorded in the above-mentioned books.

Article 90. The diplomatic agencies of the Islamic Republic of Iran abroad must prepare a list of the names of the eligible persons residing in their area of assignment and eligible persons residing outside their area in which there are no consulate or diplomatic agencies and record in it the full particulars of each person, including birth certificate number, date and place of birth, occupation, and full address of residence.

Article 91. The agencies of the Islamic Republic of Iran abroad are responsible for identifying from the above-mentioned list in Tir [22 June-22 July] of every year the names of the eligible persons residing in their area of assignment whose summonses have been published and sending them to the General Military Service Office in duplicate through the Ministry of Foreign Affairs.

Chapter III: Examination

Article 92. Instructions, circular letters, announcements, and related implemental affairs that concern general military service affairs and in some way are connected with the Military and Law Enforcement Forces and judicial authorities will be discussed in the Coordinating Council cited in Note 2 of Article 21 of the General Military Service Law and after the verification of that council will be compulsory for all above-mentioned organizations.

Article 93. The Ministry of Interior, the Joint Headquarters of the Military, the Central Headquarters of the Guard Corps and the Supreme Court will introduce representatives to participate in the Coordinating Council, which will be formed under the supervision of the director of the General Military Service Office.

Article 94. The introduced representative must be sufficiently knowledgeable in military and law enforcement affairs and when necessary provide the necessary cooperation in solving the problems in connection with the related organization.

Article 95. If any of the representatives of the ministry and organizations mentioned in Article 93 of these bylaws deems necessary the acquiring of the opinion of his organization in regards to issues discussed, he can postpone the announcement of his final opinion to the next session.

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Article 96. General Military Service Organizations are responsible for the continuous examination in the course of the year of summons of the status of the eligible persons residing or born in the area of their assignment so as to clarify the status of all eligible persons before they reach the year of dispatch.

Article 97. Those eligible for general military service are responsible for reporting in the course of the year of summons to the General Military Service Organization of their place of birth or residence and submitting the following documents in order for their eligibility status to be examined:

A. Necessary number of photographs.

B. Necessary number of photocopies of their birth certificates.

C. Certificate of graduation, if the graduates are in the country. In regards to those with high school diplomas, from the education offices; in regards to those with associate, bachelors, and higher degrees, from the related universities and higher education institutions; and for graduates abroad, the certificate of evaluation of the degree in regards to those with high school diplomas, from the Ministry of Education; in regards to those with associate, bachelors, and higher degrees, from the Ministry of Culture and Higher Education; and in regards to seminary students, their evaluation of degrees will be the responsibility of the Administrative Council of Qom Seminary or its official representative.

Note 1. The above-mentioned certificate is only for the purpose of presentation to the General Military Service Organizations, and mention of this matter in them is compulsory.

Note 2. Lack of or having lost the birth certificate does not exempt eligible persons from the responsibilities stated in this article, and such eligible persons are responsible for taking steps to acquire a birth certificate or a copy on time.

Article 98. Eligible persons who go abroad in accordance with the regulations of the Ministry of Culture and Higher Education and the approval of the General Military Service Office to continue their education, after graduation or leaving school, must return to the country and report to the General Military Service Organization within a maximum of one year in order for their eligibility status to be examined.

Article 99. Eligible persons who after being summoned to serve, in exceptional cases temporarily and with the permission of the General Military Service Office, travel abroad are responsible for returning at the end of the determined period and reporting to the General Military Service Organization.

Article 100. Eligible persons who have service completion or permanent exemption cards may leave the country within the limits of the laws, unless the General Military Service Office has announced their departure from the country to be prohibited.

Article 101. To eligible persons who have temporary exemption, if necessary and with the permission of the General Military Service Office, permission will be granted to leave the country while their temporary exemption card is valid.

Article 102. Absent eligible persons may with the permission of the General Military Service Office leave the country for treatment of illness when the necessity to do so has been verified by the Supreme Medical Council of the Ministry of Health or the Medical Council cited in Article 43 of the General Military Service Law.

Article 103. From the eligible persons who in cases cited in these bylaws temporarily travel abroad, the General Military Service Office will obtain the necessary guarantees in the form of a cash deposit or a bank guarantee and the condition with the eligible person that if he does not return on time, the guaranteed amount will be confiscated by the government and necessary steps will be taken to summon the eligible person in question through related sources.

Note. If a cash deposit or bank guarantee is not possible, the General Military Service Office is permitted to obtain a written pledge in lieu of a cash deposit or bank guarantee, with consideration for the personality, social position, and situation of the eligible person and the person who backs the pledge.

Article 104. The agencies of the Islamic Republic of Iran in foreign countries are not authorized to examine the eligibility of the eligible persons cited in Articles 98, 99, 101, and 102 of these bylaws.

Article 105. The General Military Service Organizations are responsible to medically examine the eligible persons who report to them and issue draft booklets for those who are determined able to serve.

Article 106. Eligible persons who have draft booklets, after announcement in the media, are responsible for reporting to the determined locations within the period announced to be sent to service.

Article 107. The General Military Service Organizations will send the eligible persons cited in the above article in accordance with instructions issued by the General Military Service Office to the training centers.

Article 108. If the number of eligible persons who are available to be sent in every round exceeds the capacity announced by the training centers of the Military and Law Enforcement Forces, the General Military Service Office may postpone their dispatch to later periods.

Article 109. The status of eligible persons who claim to have dependents will be examined by the Examining Committees cited in Articles 24 and 26 of the General Military Service Law.

Note. Examination of the request for exemption of eligible persons (guardianship or medical exemption) who in accordance with the regulations of the General Military Service Law and its implemental bylaws are engaged in

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studying and using educational exemptions will take place after graduation, leaving school, or expulsion.

Article 110. Eligible persons residing outside the country who claim to be guardians must submit the necessary documents to the diplomatic agency or consulate of the Islamic Republic in their place of residence, and in the absence of a diplomatic agency in their place of residence, to the nearest diplomatic agency, in order that the information to be sent to the General Military Service Office through the Ministry of Foreign Affairs.

Article 111. The status of eligibility of this kind of eligible person will be examined in the central office in Tehran, and if the Examining Committee votes to exempt him, the exemption card will be sent to the Ministry of Foreign Affairs to be given to him. The presence of the eligible person or his relatives in the Examining Committee is not necessary.

Article 112. If after the issuance of the draft booklet or prior to being sent to compulsory service or prior to the issuance of guardianship exemption card a change occurs in the status of the eligible person that results in the exemption or removal of obstacles to serve, in the first case, the eligible person or each of his dependents may go to the General Military Service Organization, which has issued the draft booklet for their claim to be examined in the Examining Committee and a proper ruling to be issued, and in the second case, the eligible person must report to the General Military Service Office and announce that he has no obstacles in order for the draft booklet to be issued.

Article 113. If during compulsory service any change in the status of the eligible person occurs, and the eligible person or one of his relatives who claims that the eligible person is his or her guardian claims guardianship, the related commanders and directors are responsible for reporting it to the General Military Service Office that has seen the eligible person, and the General Military Office must examine the case in the Examining Committee as soon as possible, and if the ruling of the Examining Committee is to issue a guardianship exemption, it should be announced to the place of service of the eligible person. The guardianship exemption card will be issued for the eligible person by the related General Military Service Office in accordance with the related regulations.

Article 114. If the eligible person or any of his dependents claim that their rights have been violated or any of the members of the Examining Committees or commanders of companies, battalions, regiments, or Gendarmerie zones or the director of the General Military Service Office protest the issued ruling with stated justifiable evidence, the eligible person's file will be discussed in the review Examining Committee, and the ruling of this committee, except in cases cited in Article 28 of the General Military Service Law, will be final and uncontestable.

Note. The determination of the justifiability of the protest cited in this article is the responsibility of the General Military Service Office.

Article 115. The protest of the eligible persons who are recognized as soldiers in the initial Examining Committees will be examined in the review Examining Committee once they have been sent to service and present certificates of indicating engagement in service.

Article 116. If the positive evidence and documents proving exemption exist in the file, the director of the General Military Service Office or the commander of the region, regiment, or battalion of the Gendarmerie or the director of the Tehran General Military Service Zone may issue orders to examine the case protested by the eligible person in the review Examining Committee prior to sending the eligible person to service.

Article 117. A session of the examining centers is possible with the presence of at least three members.

Article 118. If the Examining Committee is held with the presence of all its members, the vote of the majority is valid, and if it is with three members, a unanimous vote is valid.

Article 119. Omitted.

Article 120. If the Examining Committee is held with four members, the opinion of the majority is valid, and if there is no majority, the case will be examined in another session in which all members are present.

Article 121. Members who have expressed opinions in the initial Examining Committee are not allowed to participate in the review Examining Committee on that case.

Chapter IV: Examples

Part 1: Guardianship Exemption

Article 122. What is meant by the only person taking care or guardian cited in Article 44 of the General Military Service Law is an eligible person who, as follows, is the only male child or grandchild over 18 years of age of any father, mother, grandfather, or grandmother or the only brother over the age of 18 of his sister or brother.

Article 123. If the eligible person has a brother over 18 years of age who due to defect of limbs or illness as determined by the Examining Committee or the opinion of the Medical Council is unable to supervise and take care of the persons of whom the eligible person claims to be a guardian or has a captive or missing brother, the eligible person will be considered the sole person taking care or guardian.

Article 124. The following eligible persons will be considered guardians in accordance with the regulations in Article 44 of the General Military Service Law, and if they have temporary exemption qualifications in five consecutive years, they will be given permanent exemption during peace time.

1. The sole caretaker of a father who has reached the age of 65 who in accordance with the opinion of the Medical

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Council requires care and maintenance and as determined by the Examining Committee is unable to manage his own affairs.

2. The sole caretaker of a mother without a husband (in the case of a mother being a divorcee, the date of registration of the divorce in the Official Records Office must be prior to the time the eligible person reaches 16 years of age.)

Note. If the date of registration of divorce in the official documents office is after the age of 16 and prior to the age of eligibility, the case will be discussed in the council anticipated in Note 2 of Article 21 of the General Military Service Law, and the council, taking into consideration the family situation of the eligible person, will issue the permit to discuss the case in the Examining Committees.

3. The sole caretaker of a grandfather who has no children, due to illness, defect of limb, or old age, as determined by the Examining Committee and with the opinion of the Medical Council requires care and maintenance.

4. The sole caretaker of a grandmother who has no husband or children.

5. The sole caretaker of a brother who has no father, wife, or children, who due to illness or defect of limb as determined by the Examining Committee and the opinion of the Medical Council requires care and maintenance.

6. The sole caretaker of a sister who has no father, husband, or children who due to illness and defect of limb as determined by the Examining Committee and the opinion of the Medical Council requires care and maintenance.

7. The sole guardian and caretaker of a minor brother or sister.

Article 125. In regards to exemption for the purpose of guardianship and caretaking of a minor brother or sister, an eligible person who is of the same parents as the minor has priority. Otherwise, the eligible persons who have the same father as the minor will have priority, and the existence of a half-brother will not prevent the exemption of their brother of the same father and mother.

Article 126. Eligible persons who are the sole brother of a sister who has no father and until the age of 24 has not married may until the sister reaches the age of 24 full years receive temporary exemption every year and will then be sent to service.

Article 127. Out of two or three brothers who meet the requirements for being sent to service, one of them who is younger, provided he and the brother who has gone to service have no absences, by presenting the brother's or other brothers' certificate of being in service, may receive a draft booklet until the completion of service of the brother or one of the brothers.

Note 1. The older brother whose younger brother or brothers have been sent to service and whose being sent to service earlier has not been possible for any reason, if he does not have absences, may until the completion of the service of one of them benefit from a delay in being sent to service.

Note 2. If the above-mentioned eligible persons are sent to service, they cannot benefit from the exemption of delay in being sent to service cited in Paragraph D of Article 44 of the General Military Service Law.

Article 128. To eligible persons who become guardians of a minor sister at the end of the fifth year, a permanent exemption in peace time will be granted, if they have met the exemption qualifications for five consecutive years.

Note. If the period of temporary exemption cited in the above article is less than five years and the eligible person immediately meets the requirements cited in Article 126 of these bylaws, the period of guardianship exemption while the sister is a minor cannot be added to the period of guardianship exemption of the single sister when she is an adult, and the eligible person after the sister reaches a full 24 years of age will be sent to service.

Article 129. Eligible persons who are summoned for general military service, if they fail to report on the determined date, they shall be deprived of the exemptions cited in this chapter, except if during their absence and investigation, they meet the qualifications for guardianship exemption. In other cases, the determination of a justifiable excuse will rest with the authority of the director of the General Military Office or his representative.

Article 130. The necessary documents for determining the eligible person being a sole guardian include:

A. Photocopies of birth certificates of related individuals, which have been compared by the related officials with the original document and endorsed with his name, address, date of verification, and signature.

B. Signed depositions by the relatives of the eligible person, which have been verified by the local law enforcement authorities.

C. Completion of investigations in regards to the accuracy of the claim by the eligible person and the contents of the depositions prepared by the Police Department or Gendarmerie agents in the place where the birth certificate was issued and the place of residence of the eligible person and his witnessing relatives, in addition to proof of their identity, which is certified, signed, and sealed by the local police chief or the commander of the Gendarmerie of the Guard Corps.

Article 131. At the end of every year when the healthy and obstacle-free eligible persons cited in Paragraph 1 of Article 39 of the General Military Service Law who have been sent to service exceed the level of the needs of the Armed Forces, as announced in the beginning of the same year by the Joint Headquarters, the surplus number of eligible persons of Paragraph 2 of Article 39 whose period of compulsory service is greater, as announced by the General Military Service Office, will be relieved of service

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and reported to the General Military Service Office that has dispatched them. The related Military Service Office will issue and distribute to them the exemption card during peace time.

Note. If some of the eligible persons cited in this article wish to continue service, if required by the forces and organizations, they may continue service.

Article 132. If the needs of the Armed Forces are filled, as described in the previous article, for eligible persons who have benefitted at least two full years from temporary exemptions, permanent peace time exemption cards will be issued by the related Military Service Office.

Article 133. Eligible persons whose father or brother have been or will be disabled, missing, or captive since 19/10/1356 [9 January 1978] in bringing about the Islamic revolution and its continuation will be treated in terms of exemption as follows:

A. One of the eligible children or brothers of a disabled person, who in accordance with the opinion of the Medical Council of the Martyrs Foundation is unable to handle his personal affairs, shall be given permanent exemption from compulsory and cautionary service.

B. One of the eligible children or brothers of a missing person will be given permanent exemption from compulsory and cautionary service.

C. One of the eligible children or brothers of a prisoner of war may benefit from temporary one-year exemption from compulsory and cautionary service for three consecutive years, and at the end of the three years, if the captivity continues, the eligible person will be given a permanent exemption from compulsory and cautionary service.

Note 1. One of the eligible children or brothers of the captive, if more than three years have passed since his captivity and at the start of the eligibility it is proven that the captivity has been for more than three years, if other conditions in the law exist, will be given permanent exemption from service immediately.

Note 2. Eligible persons who in accordance with the amending law of Article 45 of the General Military Service Law have benefitted from temporary exemption, if during the period of validity of the temporary exemption or prior to it, the period of captivity of the prisoner does not exceed three years, may go to the related General Military Service Office and request the temporary exemption to be changed to a permanent exemption.

Article 134. What is meant by disabled, as cited in Article 45 of the General Military Duty Service Law and Article 133 of these bylaws, is a male person who in an effort to bring about the Islamic revolution and its continuation since 19/10/1356 has become or will become disabled and has been examined by the Medical Council of the Martyrs Foundation and in accordance with the Medical Council is unable to handle his personal affairs.

Article 135. The disability of the Military and Law Enforcement personnel must be verified by the related force or organization; in other cases, the verification of the Martyrs Foundation is sufficient.

Article 136. A captive or missing person is a person who has been captured or missing since 19/10/1356 on while bringing about the Islamic revolution and its continuation, which in regards to the Military and Law Enforcement personnel has been verified by the related force and in other cases by the Martyrs Foundation.

Article 137. If the disabled, captive, or missing person in addition to a full brother has half brother, the existence of the half brother will not prevent the full brother from obtaining an exemption.

Note. In the event of a number of eligible persons in similar instances, a decision will be made in accordance with the regulations of Articles 140 to 155 of these bylaws.

Part 2: Exemption of One of the Children of Families of Martyrs

Article 138. Eligible persons whose father or brother have been or will be martyred may benefit from exemptions cited in the law on the exemption of one of the children of the martyrs' families, ratified on 25/11/1361 [14 February 1983], if they meet the following conditions:

A. The date of the martyrdom of the brother or father of the eligible person is after 19 Dey 1356 [9 January 1978].

B. No more than seven years have passed from the date of martyrdom to the date of reporting to service, or Farvardin [21 March-20 April] of the year in which the eligible person reaches the age of 19.

C. The parents of the eligible person, or one of them, is alive, or the eligible person is the guardian of his minor brother or sister.

Article 139. The martyrdom of the personnel of the Military and Law Enforcement Forces must be verified by the related force and the Martyrs Foundation, and in other cases the verification of the Martyrs Foundation is sufficient.

Article 140. If from one family more than one individual has been martyred, missing, disabled, or captive, only one eligible child or brother of that family may benefit from exemption.

Article 141. The use of exemption by the families of martyrs in regards to several eligible brothers who are all from the same parents will be with the agreement of the parents, and if one of them disagrees, selection will be made by the General Military Service Office by means of a lottery.

Article 142. If the father of the martyr has died and the mother is alive and his eligible brothers are numerous, the choice will be made by the mother of the martyr, and if the

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mother does not make a choice, one of them will be chosen by the General Military Service Office by means of a lottery.

Article 143. If the eligible persons who are brothers of a martyr are numerous and are of the same father as the martyr but of different mothers, the eligible person whose mother is the same as that of the martyr has the right to benefit from exemption.

Article 144. If the martyr has numerous eligible children who are not of the same mother, the eligible person who has the largest number of minor brothers and sisters may benefit from exemption. If there are no minor brothers and sisters, priority is given to the eligible person who has fewer brothers born of the mother and the father.

Article 145. If the martyr has brothers from both his father and his mother who have reached eligibility age and the father and mother each claim exemption for their child, if no agreement is reached, the exemption status will not be examined, and after the settlement of differences, the eligible person who has not been able to use the exemption will be treated as other eligible persons in his category.

Article 146. If the martyr has a child who is of eligible age or he reaches that age within seven years of the date of martyrdom and the martyr also has an eligible brother, the son of the martyr has the right to the exemption, unless the wife of the martyr consents in writing to have the martyr's brother exempted instead of his son.

Article 147. If the parents of the eligible person are dead and there are no minor brothers and sisters, the eligible persons who are the brothers of the martyr cannot benefit from exemption.

Article 148. If one of the children of the martyr benefits from the exemption cited in the law on exemption of one of the children of the martyrs' families, other children of the martyr may not benefit from guardianship exemption.

Article 149. If the parents of the martyr have died and the martyr has minor brothers or sisters, the brother who may benefit from exemption cited in the law on exemption of one of the children of martyrs' families is the brother who is of the same father or mother as the martyr and his minor brothers or sisters.

Article 150. If the father of the martyr is dead and the mother is alive and the martyr has a number of full and half-brothers who are eligible, priority is given to the eligible person who is of the same (full) parents.

Article 151. If the martyr has no brothers of the same father, among the half brothers of the martyr, priority is given to the brother who has the larger number of minor brothers and sisters. In the case of equal conditions, priority will be given to the eligible person who has fewer brothers.

Article 152. If the eligible person who has benefitted or will benefit from permanent or temporary guardianship or medical exemption after the martyrdom, disability, missing, or captivity of his father or brother submits a request for guardianship, medical, or educational exemption for one of one of the children or brothers of the family of the above-mentioned categories to the General Military Service Office that has issued the above-mentioned card, the related Military Service Office may, in accordance with the regulations, after investigation, take steps in regards to changing his previous exemption to the exemption of one of the children or brothers of the family in those categories.

Article 153. The eligible person's use of medical exemption or educational exemption will not prevent his other brothers from benefitting from the exemption of one of the children of the martyrs' families.

Article 154. The absence of the eligible person will not prevent his use of the exemption of one of the children of the martyr's family.

Article 155. If an eligible person of the martyrs family has benefitted form permanent guardianship exemption, other brothers and children may not benefit from the exemption of one of the children of the martyr's family for the same matter, unless the guardianship exemption precedes martyrdom.

Articles 156 and 157 were omitted.[4]

Article 158. The necessary documents for examining the claim of guardianship of eligible persons as the sole caretaker of a father who is unable to handle his own affairs are as follows:

1. Photocopy of father's birth certificate.

2. Photocopy of mother's birth certificate.

3. Photocopy of the birth certificate of the brothers and sisters of the eligible person (if anyone is dead, their death certificate).

4. A photograph of the father of the eligible person, verified by the police precinct or gendarmerie station of the place of residence.

5. Photocopy of the birth certificate of the other wife or wives of the father of the eligible person.

6. Response of the Office of Records of the place of issue of the birth certificate of the father and mother of the eligible person, as requested by the related General Military Office in regards to the particulars of the male children of the father and mother.

7. If the status of the eligible person is examined outside the place off issue of the birth certificate, the response to the inquiry about his eligibility status from the office or company or military service district of the gendarmerie where the birth certificate of the eligible person was issued.

8. Investigation status report. (The report is initially prepared by the Military Service Office of the place of issue of the birth certificate of the eligible person or his place of residence and sent for investigation and completion to the police precinct of gendarmerie station of the place of issue

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of the birth certificate or the place of residence of the parents of the eligible person, and the above-mentioned authorities after investigation, completion, certification, and signature and seal of the related commander will return it to the related Military Service Office.)

9. Medical report of the father of the eligible person stating the opinion of the Medical Council that he is unable to handle his own affairs and requires care due to old age, illness, or defect of limb.

10. Medical report of the brother of the subject over the age of 18 stating the opinion of the Medical Council that, due to illness or defect of limb, he is unable to take care of his father.

11. Deposition verifying the situation and accuracy of the claim of the eligible person, signed by three of the relatives of the eligible person, which has been verified by the local law enforcement authorities.

Note 1. The presence of the father of the eligible person in the Examining Committee session is obligatory. If the father of the eligible person is unable to be present in the session of the Examining Committee, the certificate of a proper authority stating that the father of the eligible person cannot be present is obligatory.

Note 2. The eligible person will submit the correct number of each one of the above-mentioned documents required to the related General Military Service Office.

Article 159. The necessary documents for examining the claim of guardianship of the eligible person as the sole caretaker of a mother who has no husband are as follows:

1. Father's death certificate.

2. Copy of the divorce papers of the mother, if the mother of the eligible person is divorced.

3. Photocopy of the mother's birth certificate.

4. Photocopy of the eligible person's birth certificate, if the mother of the eligible person is divorced.

5. Photocopy of the birth certificates of the brothers and sisters of the eligible person.

6. The death certificate of the brother or brothers of the eligible person, if they have died.

7. Response of the Office of Records of the place of issue of the birth certificates of the eligible person and his parents, as requested by the related General Military Service Office, concerning the particulars of the male children of the mother.

8. If the status of the eligible person is examined outside the place of issue of the birth certificate, the response to the inquiry on the status of his eligibility from the area, company, or district of the General Military Service Office of the area of issue of the birth certificate of the eligible person.

9. Investigation status report. (This report is initially prepared by the General Military Service Office of the place of issue of the birth certificate or the place of residence of the eligible person and his mother, as the case may be, and sent for investigation and completion to the police precinct or the gendarmerie of the place of issue of the birth certificates of the eligible person and his parents or their place of residence. The above-mentioned authorities, after examination, investigation, completion, and certification of the signature and seal of the related director or commander, will return them to the General Military Service Office.)

10. Photograph of the mother of the eligible person that is verified by the police precinct or gendarmerie station of the place of residence.

11. Photocopy of the birth certificate or summary of the death of the previous husband or husbands of the mother of the eligible person.

12. Medical examination record of the brother of the eligible person over the age of 18 stating the opinion of the Medical Council in regards to the inability for guardianship of the mother due to defect of limb or illness, stating that due to illness or defect of limb, he is unable to be a guardian to his mother who has no husband.

13. Deposition verifying the situation and the accuracy of the claim of the eligible person, signed by three relatives of the eligible person and verified by the local law enforcement authorities.

Note 1. The presence of the mother of the eligible person in the session of the Examining Committee is obligatory. If the mother of the eligible person is unable to be present in the session of the Examining Committee, a certificate by proper authorities stating that the mother cannot attend the meeting is obligatory.

Note 2. Eligible persons must submit the required number of above-mentioned documents to the General Military Service Office.

Article 160. The necessary documents for examining the claim of guardianship of the eligible person as the sole caretaker of the paternal or maternal grandfather or grandmother who are unable to handle their own affairs are as follows:

A. The paternal or maternal grandfather:

1) Photocopy of the grandfather's birth certificate.

2) Photocopy of the birth certificates of the male and female grandchildren.

3) Death certificate of the children of the grandfather.

4) Photograph of the grandfather of the eligible person, which has been verified by the police precinct or gendarmerie station of his place of residence.

5) Investigation report. (This report may be prepared initially by the Military Service Office of the place of issue

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of the birth certificate or the place of residence of the eligible person, as the case may be, in regards to the children and grandchildren of the grandfather and sent to the police precinct or gendarmerie station of the place of issue of the birth certificate or the place of residence of the eligible person, his parents, and his grandfather. The above-mentioned authorities, after investigation and completion and obtaining the signature and seal of the related commander, will return it to the related Military Service Office.)

6) Medical examination report of the grandfather of the eligible person, including the opinion of the Medical Council in regards to the need for being taken care of due to illness, defect of limb, or old age.

7) If the grandfather has other wives, a photocopy of their birth certificates.

8) Response of the Office of Records of the place of issue of the birth certificate of the persons in Paragraphs 1 and 2, as requested by the related Military Service Office, in regards to their particulars.

9) If the status of the eligible person is examined outside the place of issue of the birth certificate, the response to the inquiry on the eligibility status from the General Military Service Office, company, or district of the place of issue of the birth certificate of the eligible person.

10) Medical examination report of the brother of the eligible person over the age of 18, including the opinion of the Medical Council stating that, due to illness or defect of limb, he is unable to take care of his grandfather.

11) Depositions verifying the situation and accuracy of the claim of the eligible person, signed by three of the eligible person's relatives, which has been verified by the local law enforcement authorities.

Note 1. The presence of the grandfather of the eligible person, accompanied by a birth certificate with a picture, in the session of the Examining Committee is obligatory. If, for any reason, the grandfather is unable to attend the court session [as published], the verification of the proper related authorities in regards to his not being able to be present in the session is obligatory.

Note 2. The eligible person will submit the required number of above-mentioned documents to the related General Military Service Office.

B. Maternal or paternal grandmother:

1) In regards to eligible persons who claim the guardianship of their maternal or paternal grandmother, the documents stated in paragraph A of this article, with the exception of the documents cited in Paragraph 6.

2) Certificate of the death of the husband or divorce papers of the grandmother, the date of which precedes the date of the eligible person's reaching the age of eligibility.

Article 161. The necessary documents for examining the claim of guardianship by the eligible person as the sole caretaker of his sister who is not capable of taking care of her own affairs are as follows:

1. Father's death certificate.

2. Photocopy of sister's birth certificate.

3. Photocopy of eligible person's mother or father's other wife or wives birth certificate [or certificates].

4. Investigation of situation report. (This report is initially prepared by the General Military Service Office of the place of issue of the birth certificate of the eligible person or his place of residence and that of his sister, as the case may be, and sent to the police precinct or gendarmerie station of the place of issue of the birth certificates or the place of residence of his parents and sister for investigation and completion. The above-mentioned authorities, after examination, investigation, completion, certification, and signature and seal of the related director or commander, will return it to the related General Military Service Office.)

5. The response of the Office of Records of the place of issue of the birth certificate and the place of residence of the eligible person and his parents, as requested by the related Military Service Office, in regards to their children.

6. If the status of the eligible person is examined outside the place of issue of his birth certificate, the response to the inquiry on his eligibility status from the General Military Service Office, company, or district of issue of the birth certificate.

7. Photograph of the sister of the eligible person, which has been verified by the police precinct or gendarmerie of the place of her residence.

8. If the father of the eligible person has had other wives previously, a photocopy of their birth certificates.

9. Medical examination report of the brother of the eligible person over 18 years of age, including the opinion of the Medical Council stating that due to illness or defect of limb he is unable to care for his sister.

10. Depositions verifying the situation and the accuracy of the claim of the eligible person, which has been signed by three of his relatives and verified by local law enforcement authorities.

11. Medical examination report of the sister of the eligible person, including the opinion of the Medical Council stating that due to illness or defect of limb she is unable to handle her own affairs and requires care.

Note 1. The presence of the sister of the eligible person in the session of the Examining Committee is obligatory. If the sister is unable to be present in the session of the Examining Committee, the verification of the related proper authorities that the sister cannot be present is obligatory.

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Note 2. The eligible person will submit the required number of above-mentioned documents to the related General Military Service Office.

Article 162. The necessary documents for examining the claim of guardianship by the eligible person as the sole caretaker of a brother who is unable to handle his own affairs are as follows:

1. Father's death certificate.

2. Photocopy of the birth certificate of the ill brother of the eligible person.

3. Photocopy of the birth certificate of the other brothers of the eligible person.

4. Investigation status report. (This report is initially prepared by the General Military Service Office of the place of issue of the birth certificate of the eligible person and his brother or their place of residence, as the case may be, and sent to the police precinct or gendarmerie of the place of issue of the birth certificates of the eligible person and his parents and brother or their place of residence for investigation and completion. The above-mentioned authorities, after examination, investigation, completion, and certification and signature and seal of the related director or commander, will return it to the related General Military Service Office.)

5. A photograph of the brother of the eligible person, which has been certified by the police precinct or the gendarmerie station of his place of residence.

6. If the father of the eligible person has previously had other wives, a photocopy of their birth certificates.

7. Response of the Office of Records of the place of issue of the birth certificate of the parents or their place of residence, as requested by the related Military Service Office, in regards to their children.

8. If the status of the eligible person is examined outside the place of issue of the birth certificate, the response to the inquiry into his eligibility status from the General Military Service Office or company or district of the place of issue of the birth certificate of the eligible person.

9. Medical examination report of the brother over eight [as published] years of age of the eligible person, including the opinion of the Medical Council stating that due to illness or deficit of limb, he is unable to handle his own affairs and requires care.

10. Depositions verifying the situation and accuracy of the claim of the eligible person, signed by three of his relatives, which has been verified by the local law enforcement authorities.

Note 1. The presence of the brother of the eligible person in the session of the Examining Committee is obligatory. If the brother of the eligible person is unable to be present in the session of the Examining Committee, the certificate of the related proper authorities concerning the eligible person's brother's inability to attend is obligatory.

Note 2. The eligible person will submit the required number of above-mentioned documents to the related General Military Service Office.

Article 163. The necessary documents for examining the claim of guardianship of the eligible persons as the sole guardian and caretaker of minor brothers or sisters are as follows:

1. Father's death certificate.

2. Photocopy of the birth certificates of the minor brothers and sisters.

3. Photocopy of the birth certificates of the eligible person's mother and the other wife or wives of the father.

4. The status investigation report. (This report is initially prepared by the General Military Service Office of the place of issue of the birth certificate of the eligible person and his parents and brothers and sisters or their place of residence, as the case may be, and sent to the police precinct or gendarmerie station of the place of issue of the birth certificates of the parents and his brothers and sisters or their place of residence for investigation and completion. The above-mentioned authorities, after examination, investigation, completion, and certification and signature and seal of the related director or commander, will return it to the related Military Service Office.)

5. A photograph of the minor brother or brothers or sister or sisters of the eligible person, which are certified by the police precinct or gendarmerie station of their place of residence.

6. If the father of the eligible person has had other wives earlier, a photocopy of their birth certificates.

7. Medical examination report of the brother over the age of 18 of the eligible person, including the opinion of the Medical Council stating that because of illness or defect of limb he is unable to be a guardian and take care of the minor brothers or sisters.

8. Depositions verifying the situation and accuracy of the claim of the eligible person, signed by three relatives of the eligible person, which has been verified by the local law enforcement authorities.

9. If the situation of the eligible person is examined outside the place of issue of the birth certificate, the response to the inquiry about his eligibility status from the Military Service Office, company, or district of the place of issue of the eligible person's birth certificate.

10. Response of the Office of Records of the place of issue of the birth certificate of the eligible person and the place of residence of the parents and the eligible person requested by the related General Military Service Office in regards to the particulars of their children.

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Note 1. The presence of one or all of the minor brothers and sisters of the eligible persons in the sessions of the Examining Committee is obligatory. If the minor brothers and sisters of the eligible person are unable to be present in the session of the Examining Committee, the certificate of proper authorities stating that they cannot attend the meeting is obligatory.

Note 2. The eligible persons will submit the required number of above documents to the related General Military Service Office.

Article 164. The necessary documents for examining the claim of guardianship by eligible persons as sole guardian of a single sister are as follows:

1. Father's death certificate.

2. Photocopy of the sister's birth certificate.

3. Photocopy of the birth certificates of the eligible person's mother and the other wife or wives of the father.

4. Status investigation report. (This report is initially prepared by the General Military Service Office of the place of issue of the birth certificate of the eligible person and his sister or their place of residence, as the case may be, and sent to the police precinct or gendarmerie station of the place of issue of the birth certificates of the eligible person, his parents, and his sister or their place of residence. The above-mentioned authorities, after examination, investigation, completion, and certification and signature and seal of the related director or commander, will return it to the related Military Service Office.)

5. Response of the Office of Records of the place of issue of the birth certificates of the eligible person and his parents or their place of residence, as requested by the related Military Service Office in regards to their children.

6. If the status of the eligible person is examined outside the place of issue of the birth certificate, the response to the inquiry on the eligibility status from the General Military Service Office, company, or district of the place of issue of the birth certificate of the eligible person.

7. A photograph of the sister of the eligible person, which has been verified by the police precinct or gendarmerie station of the place of residence.

8. If the father of the eligible person has had other wives previously, a photocopy of their birth certificates.

9. Medical examination report of the brother of the eligible person over the age of 18, including the opinion of the Medical Council stating that, due to illness or defect of limb, he is unable to take care of his single sister.

10. Deposition verifying the situation and accuracy of the claim of the eligible person, signed by three of the relatives of the eligible person, which has been verified by the local law enforcement authorities.

Note 1. The presence of the sister of the eligible person in the Examining Committee session is obligatory. If the sister of the eligible person is unable to be present in the session of the Examining Committee, the certificate of a proper authority stating that the sister cannot be present is obligatory.

Note 2. The eligible person will submit the correct number of each one of the above-mentioned documents required to the related General Military Service Office.

Article 165. The necessary documents for examining the request for the exemption of one of the children or brothers of the disabled person are as follows:

1. Photocopy of the birth certificate of the father or brother of the eligible person who has been disabled.

2. Omitted.

3. Photocopy of the birth certificate of the mother of the eligible person.

4. Photocopy of the birth certificate of the brother or brothers of the eligible person.

5. Omitted.

6. Omitted.

7. Death certificate of the father or mother, if one of them has died.

8. If the status of the eligible person is examined outside the place of issue of the birth certificate, the response to the inquiry about his eligibility status from the office or company or military service district of the gendarmerie where the birth certificate of the eligible person was issued.

Paragraphs 9 through 12 were omitted.

Note. Eligible persons will submit the required number of above-mentioned documents to the related General Military Service Office.

Article 166. The necessary documents for examining the request for exemption of one of the children or brothers of a captive or missing person are as follows:

1. Photocopy of the birth certificate of the father or the brother of the eligible person, who is a captive or is missing.

3. [as published] Photocopy of the birth certificate of the mother of the eligible person.

4. If the status of the eligible person is examined outside the place of issue of the birth certificate, the response to the inquiry about his eligibility status from the office or company or military service district of the gendarmerie where the birth certificate of the eligible person was issued.

Note. Eligible persons will submit the required number of above-mentioned documents to the related General Military Service Office.

Article 167. The necessary documents for examining the request for exemption of one of the children of a martyr's family are as follows:

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1. Photocopy of the birth certificate of the father or the brother of the eligible person, who has been martyred.

2. Certificate by the related Military or Law Enforcement Force, which has been verified by the Martyrs Foundation concerning the martyrdom of the father or brother of the eligible person, in the case of Military and Law Enforcement Forces martyrs, or the certificate of the Martyrs Foundation concerning the martyrdom of the father or brother of the eligible persons in regards to other martyrs.

3. Photocopy of the birth certificate of the mother.

4. Photocopy of the birth certificates of the brother or brothers of the eligible person.

5. Omitted.

6. Death certificate of the parents of the eligible person, if the brother of the eligible person is martyred and the parents have died and the eligible person claims guardianship of his minor brother or sister.[5]

11. Official consent of the wife of the martyr who has an eligible son or a son who will become eligible within seven years of the date of martyrdom stating that the brother of the martyr who is eligible should benefit from the exemption of one person from the family of the martyr. This consent form must be prepared and registered with the Official Records Office.

Chapter V: Military Training of Eligible Persons and Their Ranks, Salary, and Benefits

Article 168. All persons eligible for military service who have been determined by medical authorities and the Military Service Organization as fit to serve and have no obstacles will be delivered to the training centers of the Military and Law Enforcement Forces and, in accordance with the training program that is devised through the Joint Headquarters of the Military and the Central Headquarters of the Guard Corps, must receive preliminary military training.

Article 169. All eligible persons with associate degrees will be sent to the training and cultural centers of the Military and Law Enforcement Forces for the commissioned officers course, and after successful completion of the preliminary and specialized training courses and the related tests, assuming possession of physical and psychological health and moral and political competence, will receive one of the ranks of sergeant.

Article 170. If eligible persons with associate degrees who are sent to the commissioned officers training course fail the preliminary or specialized training or are not physically and psychologically healthy or do not have the moral and political competence, they will perform the remainder of their service at the rank of duty soldier.

Article 171. All eligible persons with high school diplomas and lower, after the preliminary training course, will continue their service at the rank of duty soldier in the related Military or Law Enforcement Forces.

Article 172. In necessary cases, the Military and Law Enforcement Forces and Organizations are permitted to select the required number of eligible persons with high school diplomas after the completion of the preliminary training course on the basis of the following regulations and send them to the related cultural centers for the commissioned officer course in the required specialties:

A. Possession of moral and political competence.

B. Display of competence in the preliminary military training course.

C. Possession of physical and psychological ability in accordance with the opinion of the Health Department of the organization or the force.

D. Having a high grade point average at the end of high school and the preliminary military training course.

Article 173. Eligible persons with bachelors and higher degrees who are determined to be capable of service and have no obstacles will be delivered to the training centers to go through the preliminary military training course, and after successful completion of that course, if they are morally, politically, and ideologically competent, they will be sent for the duty officer's training course.

Article 174. Eligible persons who have doctorate degrees in any field, after completing the officers training course and successfully passing the related tests, will receive the rank of first lieutenant.

Article 175. Eligible persons with bachelors and masters degrees who succeed in the duty officers training tests will receive the rank of second lieutenant.

Article 176. Eligible persons with bachelors and higher degrees who fail the preliminary military training tests or, in the opinion of the Training Center Council, are not sufficiently competent, physically, ideologically, or morally, to receive an officer's rank will be sent for the duty commissioned officers course.

Article 177. If eligible persons with bachelors and higher degrees fail in the duty officers training tests or according to the opinion of the related Training Center Council do not have the necessary ideological and moral competence to receive an officer's rank, they shall perform the remainder of their compulsory service, in accordance with the opinion of the Council, in one of the ranks of duty sergeant.

Article 178. The level of monthly salary and benefits of officers, commissioned officers, college students, precollegiate students, and duty personnel will be as follows:

A. The monthly salary of duty officers, equivalent to the permanent monthly salary of the first year of officers of the same rank in the permanent cadre.

B. The monthly salaries of duty commissioned officers are: sergeant, third class, 115 salary units; sergeant, second class, 125 salary units; and sergeant, first class, 135 salary units.

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C. The monthly salary of duty students in the period of preliminary training, 2,000 rials [R].

D. The monthly salary of duty students in the period of specialized training, R2,500.

E. The monthly salary of duty precollegiate students in the course of preliminary and specialized training, R2,000.

F. The monthly salary of duty personnel, at the level projected every year in the budget of the Ministry of Defense.

Note. The coefficient of the salary of commissioned officers consists of the salary of the personnel of the permanent cadre of the Military of the Islamic Republic of Iran.

Article 179. The amount of annual leave of the duty personnel during their service equals the period of leave of the personnel of the permanent cadre of the Armed Forces of the Islamic Republic of Iran, and the procedures to use it will be determined in the leave bylaws of the personnel of the Armed Forces.

Article 180. To the dependents of the duty personnel who in the course of service are captured or become missing, as the case may be, up to the end of captivity or determination of the status, the following salary will be paid:

A. In the compulsory period, the salary of the related rank, and after the completion of the compulsory period and entry into the cautionary period, the salary equivalent to the fixed salary of the same rank in the permanent cadre.

B. If in the course of captivity or being missing, their cautionary period ends and they enter the first reserve period, they shall receive a salary equivalent to the permanent salary of one higher rank than the cautionary period.

C. If in the course of captivity or being missing they enter the second reserve period, the salary equivalent to one rank higher than the first reserve period.

Note. Those dependents receiving the duty personnel's pay will be in accordance with the employment regulations of the Military and Law Enforcement Forces.

Article 181. In terms of these bylaws, the duty personnel will be recognized as captured or missing if verified by the related force or organization on the basis of regulations practiced by the Military and Law Enforcement Forces.

Article 182. Eligible persons who are serving in the compulsory period and for legal reasons are released from duty, if the reason for their release is removed and their return to service is necessary, if no more than one year has passed since their release, will be treated as follows:

A. If they are released prior to the completion of the training course, they will be sent to the training center in order to complete the training course.

B. If they are released after the completion of the training course, they will be reported to the related previous force or organization for the remainder of their compulsory service.

Note. The previous period of service of the draftees cited in the above article will be calculated in their period of compulsory service.

Article 183. Regarding duty personnel who are jailed by the judicial authorities, at the time of arrest their ties to the related force or organization will be severed, and they will be stripped of their Military uniform.

Note 1. If the arrest of the duty personnel by the judicial authorities occurs in the training period, if they return to service and their period of arrest, as determined by the Training and Cultural Council of the training center, has compromised their training, their training period will be repeated. Otherwise, they shall continue the remainder of their training. And if the period of arrest occurs after the completion of training and in the course of service, they shall perform the remainder of their compulsory service period without calculating the time they were under arrest.

Note 2. The jail period will not be calculated as a part of duty service.

Article 184. Regarding the period of compulsory service of eligible persons who have left service for any reason and are readmitted to service, the period of their return to service will be the basis for calculation.

Article 185. The releasing unit of such eligible persons is responsible for sending the documents, including the reason for release, to the office that has dispatched him.

Chapter VI: Absence of General Military Duty Draftees and Offenses and Punishments

Part 1: Absence of Eligible Persons From General Military Duty Service

Article 186. The following eligible persons will be considered absent, unless in accordance with regulations to be approved by the council cited in Note 2 of Article 21 of the General Military Service Law the excuse for their absence is justified:

1. Eligible persons who do not report to the related General Military Service Office on the release date, to be sent to service.

2. Eligible persons whose status has been examined by the General Military Service Organization and who receive temporary legal exemption slip and fail to report back within a month after the period of validity ends.

3. Eligible persons who after determining the place of service and being dispatched there do not report to the barracks where they are to receive training.

Article 187. Absent draftees who, after arrest or reporting back, in the investigation are identified as eligible to

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receive permanent medical exemption, if the reason for exemption has occurred during their absence, shall be reported to the judicial authorities for the investigation of their absence, and if according to the examining Medical Council the reason for the exemption of such eligible persons on the date of summons and in the course of absence also existed, they shall be exempted from prosecution.

Article 188. Absent draftees who after returning or arrest are determined upon medical examination to be temporarily exempt will not be given a temporary exemption until the final decision (permit medical exemption or sending to service) is made.

Article 189. Absent draftees who have been sent to compulsory service, if in the course of service they are determined to be eligible for permanent medical exemption, will have their files returned to the General Military Office that has dispatched them in order for their absence to be investigated in the proper Judicial Courts.

Article 190. Eligible persons who have had absence and are sent to service, after the completion of service, will have their completion of service card sent to the General Military Service Office that has dispatched them, and that office will notify the local Prosecutor's Office of the absence and act in accordance with the ruling of the court.

Article 191. Absent draftees who perform the compulsory service [sentence as published]

Footnotes

1. RUZNAMEH-YE RASMI, No. 12131, 30/07/1365 [22 October 1986].

2. RUZNAMEH-YE RASMI, Nos. 11788, 27/05/1364 [18 August 1985], and 12059, 02/05/1365 [24 July 1986].

3. The content of the articles of the amendments and attachments ratified on 25/04/1365 [16 July 1986] by the Cabinet, cited in RUZNAMEH-YE RASMI, No. 12059, 02/05/1365, have all been reported in their own place.

4. Articles 156 and 157 were omitted in accordance with the amendment ratified on 25/04/1365 by the Cabinet, cited in RUZNAMEH-YE RASMI, No 12059, 02/05/1365.

5. Paragraphs 7, 8, 9, 10, and 12 were omitted on the basis of the ratification on 25/04/1365.

Book 4: Exemption

Part 1: Implemental Bylaws on the Educational Exemption Section of the General Military Service Law (29/07/1363 [21 October 1984]), Ratified on 9 Mordad 1364 [31 July 1985] by the Ministers of Interior, Defense, Guard Corps, Education, and Culture and Higher Education, With the Opinion of the Qom Seminary Administrative Council[1]

Section 1: Precollegiate Students

Article 1. Precollegiate students of teacher training schools, students of the last four years of high school, and students of art schools and technical and trade schools are those who according to the plan of the Ministry of Education will be considered as engaged in studying on a daily or nightly basis,[2] and the educational value, with the verification of the Ministry of Education, is recognized as a full high school diploma or its equivalent.

Article 2. The persons mentioned in Article 1 of these bylaws who have reached the eligible age (turning 19 years of age) and are studying may benefit from educational exemption until the end of their education, which will be a maximum age of 24.

Article 3. Request for educational exemption by precollegiate students, art school students, and teacher training school students who are studying in the educational institutions affiliated with the Ministry of Education will be made through the departments and regional of education of that ministry, and educational exemption will be issued by the General Military Service Organization located in the area of the above-mentioned educational organization.

Article 4. The departments and regional offices of education are responsible for requesting an educational exemption from the General Military Service Organization located in the area as soon as an individual student reaches the eligible age. The General Military Service Organizations are responsible for issuing their educational exemptions and sending them to the requesting authority and must inform the Military Service Office of the place of birth of the eligible person.

Educational exemptions issued will be controlled and extended in the following years without need to notify the General Military Service Organization by the departments and regional offices of education.

Note. Students who during study in middle school reach the eligible age are not allowed to receive educational exemption, with the exception of students in the second half of the last year of middle school, and also students in middle school who are behind because of having been or being on the front, in which case, in order to compensate for the time they are behind, the equivalent of the years on the front, as determined by the deputy minister for war affairs of the Ministry of Education, will be added to the age ceiling of their education. After entering high school, they will be subject to Article 4 with adherence to Article 2 of these bylaws, and any additional period over one year will also be considered as one year.[3]

Article 5. Departments and regional offices of education, immediately after the student graduates or leaves school are responsible for informing the General Military Service Organization that has issued the educational exemption card and returning the card in order to revoke the educational exemption and examine the eligibility status.

Note. Unjustified failure of the student to report to the educational institution for more than three months or dismissal from it in terms of eligibility will be considered as having left school.

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Section 2. College Students

Article 6. A college student is a person who in accordance with the plan and regulations of the Ministry of Culture and Higher Education is studying in one of the universities or higher education institutions in the country or abroad, which is approved by the related ministry, and the requirement for entering them is at least a full high school diploma or its equivalent.

Article 7. Eligible graduates with high school diplomas may every year participate in the same year in the entry competition examinations of the universities and higher education institutions of the country.

Article 8. Absent eligible persons do not have the right to participate in the entrance competition examination of universities and higher education institutions or educational institutions affiliated with the Ministry of Education.

Article 9. Eligible persons who in accordance with the regulations of these bylaws participate in the entrance examinations of the universities will be sent to compulsory service on the determined date, if announced by the General Military Service Office, like other eligible persons and, if they receive final admission, will be released from service at any stage of service.

Article 10. If the eligible persons cited in the previous article fail to report for service at the time announced to the General Military Service Office, they will be considered absent, and if they receive a final admission, they will not have the right to continue their education in the universities and higher education institutions.

Article 11. Students whose universities or higher educational institutions where they are studying are dissolved or their field of education is eliminated, provided they are not recognized as absent eligible persons, will have the right to participate in the entrance examinations of other universities and higher education institutions.

Article 12. Eligible persons with high school diplomas who are admitted in accordance with the regulations in these bylaws through entrance examination in one of the universities or higher education institutions or educational institutions affiliated with the ministries and government organizations in the country, whose charters and curriculum have been approved by the Ministry of Education, may continue to receive educational exemption until they receive a doctorate degree.

Article 13. The educational exemption of eligible students will be issued by the General Military Service Office and Gendarmerie company located in the place where they study on the basis of a certificate of involvement in studying signed by the responsible officials, and, while informing the General Military Service Office or the Gendarmerie unit of the area where the birth certificate of the eligible person is issued, they will send it to the university or higher education institution of the applicant. Exemptions issued annually will be controlled by the related educational authorities and may be extended without requiring notification of the related General Military Service Organization until graduation or leaving school.

Article 14. Eligible graduates with a bachelors, masters, or doctorate degree in the country who fail to report to the General Military Service Office within a maximum period of six months after graduation will be considered absent.

Article 15. Graduates with bachelors degrees from universities and higher education institutions may in the period cited in the previous article continue in higher educational levels than the bachelors degree in the country. Issuance of their educational exemption is contingent upon not being considered absent, and the issued exemption can be renewed up to the time of obtaining a doctorate degree.

Article 16. The change of educational field or transfer of a student from one university or higher education institution is only possible if by doing so the student will not fall back more than four educational terms, and the change of fields is also approved by the related university or higher education institution and approved by the Ministry of Culture and Higher Education.

Article 17. Eligible persons with high school diplomas who participate in competitions for study abroad will be sent to service like other eligible persons in their level and, after the announcement of their final admission, will be released. If they do not leave the country within a maximum of six months from the date that the admission has been announced without a justifiable reason, they shall not have the right to continue their education.

Article 18. If students who are studying abroad with educational exemptions return to the country in the course of their study, they are responsible for leaving the country within a maximum period of six months. Otherwise, they will not have the right to leave the country.

Note. If an eligible person requires more time to leave the country, the period cited in the two articles above shall be extended for another six months, upon the suggestion of the Ministry of Culture and Higher Education and the approval of the General Military Service Office.

Article 19. Students who leave the country prior to the age of eligibility and are studying in high school, if their education meets the requirements of similar eligible persons in the country, and meets the approval by the Ministry of Education, will receive an educational exemption.

Article 20. Eligible persons who have left the country illegally will not be given educational exemption.

Article 21. If eligible persons who have received a high school diploma abroad engage in studying in fields approved by the Ministry of Culture and Higher Education and in accordance with the regulations of that Ministry, they may receive educational exemption until they receive a doctoral degree. The control of the their educational continuity and other conditions of this kind with regard to

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eligible persons is the responsibility of the Ministry of Culture and Higher Education (Central Office of Students Abroad).

Article 22. For eligible persons cited in Articles 19 and 21, the related ministries request educational exemption from the General Military Service Office, and if they are qualified, their educational exemption card will be issued and sent to the requesting ministry.

Article 23. Financial, social, welfare, and other privileges of the government, Ministries of Culture and Higher Education and Education, and the Qom Seminary Administrative Council, etc., which are given to students, precollegiate students, and seminary students, will not apply to eligible persons who do not have educational or other legal exemptions.

Article 24. The Ministry of Culture and Higher Education, the Ministry of Education, and the Qom Seminary Administrative Council may request the issuance of temporary permits to exit the country for students, precollegiate students, and seminary students when doing so is essential to their educational advancement and the acquisition of knowledge and they announce such a need.

Article 25. Children of Iranians residing abroad and children of permanent officials of the government of the Islamic Republic of Iran as well as those who are legally their dependents or under their guardianship are exempt from the regulations in Article 37 of the law until they receive their high school diplomas, and their use of educational exemption for higher degrees will contingent upon the approval of the Ministry of Culture and Higher Education.

Article 26. If students who are studying abroad with educational exemptions are transferred to universities and higher education institutions, provided the interval between their studying does not exceed one year, will be given educational exemption.

Article 27. In implementing Article 35 of the general military service law, universities and higher education institutions are responsible for notifying the General Military Service Organization in the area of that college or educational institution as soon as the student graduates, leaves school, or is dismissed by sending the educational exemption card for cancellation. Students cited in this article are also responsible, in accordance with Article 23, for reporting to the General Military Service Organization of their place of birth or residence or where they study for their status to be examined, so that if they are able to serve, they will be sent for compulsory service.

Section 3: Seminary Students

Article 28. Eligible persons without a high school diploma who prior to the age of eligibility are studying in the seminaries may complete the preliminary course and receive an educational exemption, up to a maximum age of 24.

Article 29. Eligible persons who have high school diploma and no absents who are accepted in one of the seminaries will receive educational exemptions, provided they complete the preliminary course by the age of 24.

Article 30. Seminary students with high school diplomas and seminary students who have passed the preliminary courses without a diploma must complete the Sath level within a maximum period of nine years.

Article 31. Seminary students who after completing the Sath level have completed six full years of the seminar level, if they have a high school diploma, will be treated as are the graduates of doctorate degrees; otherwise, they will be treated as eligible persons with masters degrees.

Note. Seminary students with or without high school diplomas who have completed the preliminary and Sath levels will be considered the same as eligible persons with bachelors and associate degrees, respectively.

Article 32. Seminary students who achieve the rank of religious jurisprudent, whether or not they have a high school diploma, will be considered at the same level as graduates with doctoral degrees and at the same time may continue their education, as determined by the Administrative Council.

Article 33. To seminary students, like precollegiate students in the last four years of high school and students of universities and higher education institutions, educational exemption will be given once for every educational level.

Article 34. Seminaries and religious schools, after requesting the issuance of educational exemption cards and receiving them from the General Military Service Office, will issue educational exemption cards to their students.

Article 35. Requests for educational exemption for seminary students will be made by the Administrative Council of Qom Seminary or its representative in every provincial city individually from the General Military Service Organization of the place where they are studying.

Article 36. The local General Military Service Organization is responsible for issuing educational exemption cards for seminary students who are qualified for educational exemption and informing the Qom Seminary Administrative Council or its representative and the General Military Service Organization of the place where such seminary students were born.

Article 37. Requests for educational exemption must be made in accordance with a form prepared by the General Military Service Office and placed at the disposal of seminaries and religious schools.

Article 38. Seminary students who are studying while at an eligible age and do not have an educational exemption will not be considered seminary students from the perspective of the General Military Service Office.

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Article 39. Seminary students who are studying abroad must send the necessary documents verifying that they are studying to the Qom Seminary Administrative Council, and requests for educational exemption must be made to the General Military Service Office through the above-mentioned council.

Article 40. Educational exemption cards will not be given to seminary students. They must be kept where they are studying, and on that basis the educational cards will be reissued every year for seminary students.

Article 41. If a seminary student is not present in his place of education for more than six consecutive months in an academic year without a justifiable reason, as determined by the related seminary, or leave the seminary or be dismissed, his educational exemption card must be returned to the General Military Service Organization that has issued it for cancellation, and the eligible person will not have the right to continue his education prior to the clarification of his eligibility status.

Article 42. If the period of absence of a seminary student from the educational institution exceeds six months, up to a maximum of one year, and the Qom Seminary Administrative Council determines that his absence is justified due to assignment by the seminary, he shall be permitted to continue his education.

Article 43. If the seminary student temporarily intends to travel abroad, the necessity of the travel of the seminary student must be verified by the Qom Seminary Administrative Council or its representative and a request made to the General Military Service Office for his exit from the country. If there are no other obstacles, the exit permit will be issued for a period not to exceed six months, provided a pledge is obtained.

Article 44. The Qom Seminary Administrative Council must determine the full particulars of its representative and his area of assignment in the provincial cities and inform the General Military Service Office in order for the local Military Service Organization to coordinate their actions with him.

Article 45. Students of educational institutions of the official religions in the country, which are approved by the Qom Seminary who continue education in accordance with the determined regulations may receive educational exemption of s seminary student.

Article 46. The evaluation of the level of education of seminary students with regard to being sent to compulsory service will be made by the Qom Seminary Administrative Council or the representative of the council in the provincial cities and their educational degrees verified by the above-mentioned authorities.

Article 47. These bylaws in the implementation of Article 38 of the general military service law in 47 articles was approved on 09/05/1365 [31 July 1986] by the ministers of interior, defense, Guard Corps, education, and culture and higher education and with the opinion of the Qom Seminary Administrative Council.

Minister of Interior of the Islamic Republic of Iran 'Ali Akbar Nateq-Nuri, Minister of the Guard Corps of the Islamic Revolution of Iran Mohsen Rafiqdust, Minister of Culture and Higher Education Iraj Fazel, Minister of Defense of the Islamic Republic of Iran, Minister of Education of the Islamic Republic of Iran Seyyed Kazem Akrami

Footnotes

1. RUZNAMEH-YE RASMI, 21/05/1364 [12 August 1985].

2. Amendment ratified in Aban 1369 [23 October-21 November 1990].

3. Amendment ratified in Azar 1366 [22 November-21 December 1987] by the ministers of interior, defense, Guard Corps, education, and culture and higher education (RUZNAMEH-YE RASMI, No 12463, 17/09/1366 [8 December 1987]).

Part 2: Law on the Exemption From General Military Service of One of the Children of the Families of the Martyred, Disabled, Captive, and Missing, Ratified on 24/09/1366 [15 December 1987] by the Majles and Approved on 02/10/1368 [23 December 1989] by the Council of Guardians[1]

Single Article. Regarding eligible persons whose father, mother, or brother, since 10/10/1356 [31 December 1977], in the path of bringing about the Islamic revolution and its continuation, has been or will be martyred, disabled (a disabled person who in accordance with the opinion of the Medical Council of the Martyrs Foundation is unable to handle his own personal affairs), captive, or missing, and such is verified by the Martyrs Foundation, one of them will receive a permanent exemption from general military service.

Note 1. Eligible persons whose father, mother, or brother is a captive or is missing will benefit from temporary exemption for three consecutive years, and if the period of captivity or being missing exceeds three years, they will receive a permanent exemption.

Note 2. For each martyred, captive, disabled, or missing person, one of their children or brothers, as the case may be, will receive the above-mentioned exemption.

Note 3. Priority for exemption will be given to the son of the martyred, disabled, captive, or missing person, and if the son is not an adult, with the consent of the mother or natural guardian, the brother of the martyred, captive, missing, or disabled person may receive the exemption in this law.

Note 4. From the date of the ratification of this law, all laws contrary to it will be nullified.

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The above law, including a single article and four notes, was ratified in the open session of the Majles on 24 Azar 1366 [15 December 1987] and approved on 02/10/1366 [23 December 1987] by the Council of Guardians.

Speaker of the Majles Akbar Hashemi

Part 3: Law on Exemption of Dental Hygienists and Medical Health Workers (Health and Disease Control Technicians) From General Military Service, Ratified on 16/02/1369 [6 May 1990] by the Majles and Approved on 19/02/1369 [9 May 1990] by the Council of Guardians[2]

Single Article. In order to promote health throughout the country and offer primary health and treatment services in the districts and villages of the country, from the date of the ratification of this law, all dental hygienists and health and disease control health workers, after passing the initial military training, who pledge at least five years of service in the health and treatment centers of the districts and villages of the country, after meeting the above-mentioned pledge, will be exempted from general military service.

Note 1. Should such eligible persons in this law refuse to perform the service they have pledged or in the course of performing the pledged service for some reason are dismissed from service in the Ministry of Health, Treatment and Medical Education, the Ministry of Health, Treatment and Medical Education is responsible for immediately reporting them to the nearest General Military Service Office for examination of their eligibility status.

Note 2. The eligible persons in this law who are now performing their military service will be released immediately after the initial military training, and their time as a soldier in regards to these individuals and those who have made a pledge and have completed military service will be calculated and included as a part of their five-year pledge.

Note 3. This law is mandatory from the date of ratification.

The above law, including a single article and three notes, was ratified in the open session of the Majles on Sunday, 16 Ordibehesht 1369 [6 May 1990] and on 19 Ordibehesht [9 May 1990] was approved by the Council of Guardians.

Speaker of the Majles Mehdi Karrubi

Part 4: Law on Calculating Service on the Front by Personnel as a Part of Their Compulsory Service, Ratified on 26/07/1366 [8 October 1987] by the Majles and Approved on 06/08/1366 [28 October 1987] by the Council of Guardians[3]

Single Article. With regard to all individuals who have not reached the age of eligibility and those entitled to one of the exemptions stated in the general military service law who in accordance with the same law are not supposed to be sent into service but have voluntarily served or will serve on the front, the total of their training period and presence on the front, if it is no less than three months, as well as the time that they serve afterwards in the operational areas will be calculated as a part of their compulsory service.

Note 1. From the date of the ratification of this law, those sent to operational regions who are a full 15 years of age will benefit from this law.

Note 2. If the period of service of individuals cited in this law in the operational regions is equivalent to or more than the period of compulsory service, their service completion card will be issued by the force that has sent them, and if the period of service is less than the period of compulsory service, the difference, up to the determined compulsory service period, will be made up through the obtaining of draft booklets and being introduced by the General Military Service Office to the Guard Corps.

Note 3. Those may benefit from this law who deposit in the Treasury the difference they have received or receive that is more than that of a soldier's salary and benefits.

Note 4. Those who have not reported to the General Military Service Office to receive their draft booklets due to their presence on the front after reaching the age of eligibility are not considered absent and will be included in this law.

Note 5. The implemental bylaws of this law will be prepared by the Ministries of Interior, Defense and Guard Corps and approved by the Cabinet.

The above law, including a single article and five notes, was ratified on Sunday, 26 Mehr 1366 [18 October 1987] by the Majles and approved on 06/08/1366 [28 October 1987] by the Council of Guardians.

Speaker of the Majles Akbar Hashemilr

Part 5: Implemental Bylaws on Calculating Service of Individuals on the Front as Part of Their Compulsory Service, Ratified on 07/02/1367 [27 April 1988] by the Cabinet[4]

Article 1. In the implementation of the law on calculating the service of individuals on the front as part of their compulsory service, ratified on 26/07/1366 [18 October 1987] by the Majles (which is referred to as the law in these bylaws), the period of service on the front of individuals shall be calculated as a part of their compulsory service as follows:

1. Those who are at least 15 full years of age and were sent or will be sent to operational areas prior to eligibility age.

2. Those who have one of the exemptions stated in the general military service law and on the basis of the same law are not supposed to be sent to service.

3. Those who have reached the eligibility age on the front.

Note 1. In regards to prior to the ratification of the law, the minimum of 15 full years of age is not a condition.

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Note 2. The individuals mentioned in Paragraph 3 of this article are responsible, after completion of service on the front, if they do not have one of the exemptions stated in the general military service law, for immediately reporting to the General Military Service Office in the place of issue of their birth certificate or where they reside.

Article 2. Exemptions stated in (the law) are:

A. Educational exemption.

B. Medical exemption (temporary or permanent).

C. Guardianship exemption (temporary or permanent).

D. Exemption of family of martyred, disabled, captive, or missing persons.

E. Exemptions cited in Articles 6, 7, 8, and 9 of the general military service law.

F. Exemption of the law on completing the faculty of universities.

G. Exemptions cited in Article 3 of the law amending Note 2 of Article 1 and amending Article 9 and the attachment of one article to the general military service law.

H. Exemptions concerning those born in 1337 [21 March 1958-20 March 1959] and before.

Article 3. Calculation of the training period after the ratification of this law is contingent on being sent to service immediately after the training period, unless not being sent to service is due to the following reasons:

1. Martyrdom or death of Class 1 or 2 (father, mother, sister, brother, child) or Class 3 (paternal uncle, paternal aunt, maternal aunt, maternal uncle) relatives or wife.

2. Accident or illness in training, which makes him unable to be sent and serve on the front (as determined by the Health Center of the training center or the Health Department of the force that sends him).

3. No need to be sent by the force after training is announced by the officials.

Article 4. Service of individuals stated in the law in all areas of the front and operational zones will be considered as part of compulsory service.

Note 1. Service in areas other than the front and operational zones, even if needed or assigned, will not entitle benefitting from this law.

Note 2. The operational zones that will effect the salary and extra pay of soldiers are those suggested by the General Headquarters of the Guard Corps and the Joint Headquarters of the Military of the Islamic Republic of Iran, approved by the Supreme Defense Council, and announced.

Article 5. If the total service of individuals cited in the law, including training and presence on the front or operational zones, is equivalent to or exceeds the period of compulsory service, those individuals will be reported to the General Military Service Office of the place of issue of their birth certificate or their place of residence in order for draft booklets for the first three months of dispatch to be issued, and then their completion of service card will be issued by the force that has sent them, with regard for Note 3 of the law.

Note. The completion of compulsory service of individuals cited in this article will be announced to the Military Service Office of the place where the birth certificate is issued and the office that has issued the draft booklet by the force that has issued the service completion card.

Article 6. Individuals whose total period of military training and presence on the front or operational zones is less than the period of compulsory service are required to go to the General Military Service Office of the place of issue of their birth certificate or their place of residence and obtain draft booklets. They will perform the remainder of their service, after being introduced by the General Military Service Office, up to the stated period, in the Guard Corps.

Note 1. The completion of service card of individuals cited in this article will be issued by the Guard Corps, and completion of service will be announced to the General Military Service Office of the place of issue of their birth certificates and where their draft booklets are issued.

Note 2. Individuals who have been sent to the front or operational zones prior to the ratification of the law and are now serving in one of the Military or Law Enforcement Forces will complete the remainder of their service in the same force and receive from the same force their completion of service card.

Article 7. Individuals may utilize the benefits of this law who at the time of service on the front or operational zones have not received funds over and above the salary and benefits of soldiers. Otherwise, they must deposit in the Treasury account the difference in the funds received and present the receipt to the force that has sent them in order for the certificate of service on the front or operational zones to be issued for them.

Article 8. The calculable period for presence on the front of individuals cited in the law as compulsory service will be deducted from one year of compulsory service in operational zones of the duty soldiers cited in Article 5 of the law on attaching certain articles to the general military service law, ratified on 26/01/1365 [15 April 1986].

Article 9. Those who while serving on the front reach eligible age and are unable to go to the General Military Service Office to receive their draft booklets, while this period will be calculated in their compulsory service, upon presenting the certificate of reduction of service issued by the Armed Forces that are permitted to send them in the Military Service Office, their absence will be removed.

Article 10. If individuals have absences prior to being sent to training or the front and operational zones, they cannot

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benefit from the privileges of this law. And also, concerning individuals who have reached eligibility age during their time of service on the front and in accordance with Note 2 of Article 1 of these bylaws, after the completion of their pledge or assignment, do not report to the Military Service Office, their period of service will not be calculated in their being sent again to service.

Article 11. If individuals cited in this law leave the front or operational zones prior to the completion of assignment, or after the completion of the period of assignment leave the front or operational zone without obtaining completion of assignment or release permit (which will be issued within a maximum period of one month after the completion of assignment), this time they will not be able to benefit from this law.

Note 1. If leaving service is justified as determined by the force that has sent them, the individual is not subject to this article.

Note 2. Individuals cited in this law, after completion of the pledged period of assignment, are not obliged to continue service on the front unless the forces are in full readiness, in which case, that period will also be calculated.

Article 12. If the Red Crescent, Construction Jihad, and other similar institutions, as necessary and in connection with the original duties related to the war, send certain individuals to the front or operational zones, it must be with the coordination and consent of the Guard Corps. Otherwise, certificates of reduction of service will not be issued to them.

Note 1. In regards to individuals who prior to the ratification of these bylaws, through the institutions cited in the above article, have been sent to the front or operational zones, the above-mentioned institutions must report it to the Central Headquarters of the Guard Corps in order for completion of service or reduction of service certificates to be issued by the Guard Corps, as the case may be.

Note 2. The procedures for the implementation of this article and its Note 1 will be in accordance with instructions to be announced by the Guard Corps to the Red Crescent, Construction Jihad, and, as necessary, other similar institutions.

Article 13. The period of detainment of persons cited in the law that has occurred as a result of intentional crimes or disciplinary violations as well as the days they have been absent will not be calculated as part of their compulsory service.

Note. For each day of unjustified absence, three days of service that has been calculated will be deducted.

Article 14. The period of medical treatment and recovery of persons who, due to participation in operations, assignments, or training prior to being sent into service, are injured, with the approval of the Health Department of the force that has sent them and in accordance with the general military service law, will be calculated as a part of compulsory service.

Article 15. Eligible persons who on the basis of the general military service law are determined or will be determined to be exempt from service, if they want to benefit from the privileges of the law, will be given completion of service cards in accordance with the contents of these bylaws, and their previous exemption card will be taken from them.

Article 16. Granting any sort of service reduction cited in the law is only on the basis of these bylaws, and all previous circular letters and instructions are nullified.

Prime Minister Mir Hoseyn Musavi

Book 5: Medical Exemption of Those Subject to the General Military Service Law

Part 1: Bylaws on Medical Examination and Exemption of Those Eligible for General Military Service,[5] Ratified on 27/10/1366 [17 January 1988] by the Ministers of Health, Treatment and Medical Education; Interior; Defense; and Guard Corps

Chapter I: General Points

Article 1. Medical exemption and exemptions of eligible persons and duty personnel shall be on the basis of conditions and regulations cited in these bylaws.

Article 2. Persons eligible for general military service in terms of physical and psychological health and ability are divided into four groups, as follows:

The first group consists of those who are physically and psychologically able to perform compulsory service.

The second group consists of those who due to defect of limb or illness are not in full health but are capable of noncombat work.

Note. The restrictions of noncombat service will be determined by the Medical Council of the related force.

The third group consists of those who, due to weak constitution, lack of growth, or physical or psychological illness, are temporarily unable to perform compulsory service.

The fourth group consists of those eligible persons who due to defect of limb or physical or psychological illness are permanently incapable of doing compulsory service.

Article 3. Determination of the second group of eligible persons in Article 2 of these bylaws, if it can be determined at bedside, will be the responsibility of the Medical Council of the provincial city; otherwise, it is the responsibility of the Medical Council of the Health Department or hospital of the related force.

Note. For that part of the practical MIlitary program that the eligible persons in this article do not perform, they shall not receive a grade. For this reason, the grades of that part of the program will not be calculated in averaging.

Article 4. If the Medical Councils determine the eligible persons to be in the second, third, or fourth group of

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Article 2 of these bylaws, they are responsible for mentioning in the status reports or medical examination reports the kind of illness and the paragraph and article to which they refer and, after writing their own full particulars under the opinion, signing it.

Footnotes

1. RUZNAMEH-YE RASMI, No. 12493, 22/10/1366 [12 January 1988].

2. RUZNAMEH-YE RASMI, No. 13172, 03/03/1369 [24 May 1990].

3. RUZNAMEH-YE RASMI, No. 12444, 25/08/1366 [16 November 1987].

4. RUZNAMEH-YE RASMI, No. 12586, 25/02/1367 [15 May 1988].

5. RUZNAMEH-YE RASMI, No. 12507, 08/01/1366 [28 March 1987].

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